



DEPARTMENT OF THE NAVY
COMMANDER NAVAL AIR FORCE RESERVE
PO BOX 357112
SAN DIEGO CA 92135-7112

1611
Ser N00/254
3 Jan 19

THIRD ENDORSEMENT on TSW ltr 1621 Ser N01J/210 of 19 Nov 19

From: Commander, Naval Air Force Reserve

To: Commander, Navy Personnel Command (PERS 834)

Subj: REPORT OF MISCONDUCT/DETACHMENT FOR CAUSE REQUEST IN CASE OF
LIEUTENANT COMMANDER MATTHEW J. STETTNER, USN

1. Forwarded for your action as a matter under your cognizance. In accordance with NAVADMIN 249/19, I concur with the recommendation of the Commanding Officer, VFC-111 and hereby direct LCDR Matthew J. Stettner to show cause for retention in the Naval service. Additionally, I concur with the recommendations that:

- a. LCDR Stettner be detached for cause.
- b. LCDR Stettner's promotion be delayed if selected on any promotion list.

2. My point of contact in this matter is CDR Lori Conlon, JAGC, USN, who may be reached at Commercial (619) 545-2783, DSN 735-2783, or by e-mail, loriann.conlon@navy.mil.



S. D. JONES

Copy to:
CTSW
VFC-111
LCDR Stettner



DEPARTMENT OF THE NAVY
COMMANDER TACTICAL SUPPORT WING
1510 CHENNAULT AVENUE 3RD FLOOR
NAVAL AIR STATION JOINT RESERVE BASE
FORT WORTH TEXAS 76127-6200


1621
Ser N00/232
11 Dec 19

SECOND ENDORSEMENT on TSW ltr Ser N01J/210 dtd 19 Nov 19

From: Commander, Tactical Support Wing
To: Commander, Navy Personnel Command (PERS-834)
Via: Commander, Naval Air Force Reserve

Subj: REPORT OF MISCONDUCT ICO LCDR MATTHEW J. STETTNER, USN

1. Forwarded.
2. Facts referencing the continuing Inspector General investigations, and the submitted Article 138 complaint, are immaterial to the underlying misconduct reflected in enclosure (2). Any defunctive materials and non-pertinent facts asserted by LCDR Stettner should be disregarded.


W. D. OETINGER

10 Dec 19

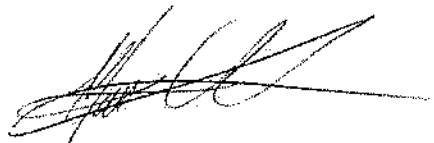
FIRST ENDORSEMENT on TSW ltr 1621 Ser N01J/210 of 19 Nov 19

From: LCDR Matthew J. Stettner, USN
To: Commander, Navy Personnel Command (PERS 834)
Via: (1) Commander, Tactical Support Wing
(2) Commander, Naval Air Forces

Encl: (1) Statement Concerning Report of Misconduct ICO LCDR Matthew J. Stettner
dtd 19 Nov 19

Subj: REPORT OF MISCONDUCT ICO LCDR MATTHEW J. STETTNER, USN

1. I have received the letter reporting alleged misconduct, requesting both my Detachment for Cause and to Show Cause for retention in the Naval service; I understand the request may be filed in my official record.
2. I am aware of the contents of MILPERSMAN 1611-010 and I (☒ do / do not) desire to make a written statement. My statement is attached in enclosure (1).
3. I further understand that I have 15 calendar days from this day to submit my statement. If I make such election and then fail to submit a statement in that period of time, it will be treated as a waiver of that right. I understand that any statement I make must be couched in temperate language, be confined to pertinent facts, and not impugn the motives of others or make countercharges.



M. J. STETTNER

10 Dec 19

MEMORANDUM

From: LCDR Matthew J. Stettner, USN
To: Commander, Navy Personnel Command (PERS 834)
Via: (1) Commander, Tactical Support Wing
(2) Commander, Naval Air Forces

Ref: (a) COMNAVAIRFORINST 4790.2C
(b) COMNAVAIRFORINST 4790.2A CH-1
(c) MILPERSMAN 1611-010

Encl: (1) Legal Analysis of Command Investigation dtd 9 Dec 2019
(2) LCDR Stettner's FITREPs while attached to VFC-111

Subj: STATEMENT CONCERNING REPORT OF MISCONDUCT ICO LCDR MATTHEW J. STETTNER, USN dtd 19 Nov 19

1. I have dedicated the last 35 years of my life toward earning and maintaining the privilege to serve as a Naval Aviator. I graduated from the Naval Academy in 2001 with a Bachelor's Degree in Aerospace Engineering, and I have honorably served over 18 years as a Naval Aviator, amassing 2874 flight hours with an unblemished record both in and out of the cockpit. I graduated first in my class from Flight School in July 2004. After the FRS, I went on to fly a full workup, combat deployment and surge cycle with the Pukin' Dogs of VFA-143 from 2005 through 2008. From 2008 through 2015, I found my niche as an instructor pilot of VT-9 and - after an IA deployment to SOCCENT in Qatar where I served with distinction, earning a Defense Meritorious Service Medal, from 2011-2012 - TW-1.

I briefly considered leaving the Navy to gain a lucrative airline seniority number, but selection to the FTS community provided me with an opportunity I could not pass up: continue flying fighter aircraft and molding the next generation of Naval Aviators as an Adversary Instructor. My performance as a Level III Adversary and Functional Check Flight pilot combined with my innovative and flawless performance of every Department Head and Aviation Safety Officer role was sufficiently impressive during my first tour at VFC-111 to be invited back for a second Department Head tour. VFC-111 revived the Maintenance Department Head position to leverage my unique leadership style and my extensive General Aviation maintenance experience as an Airframe and Powerplant Mechanic, to both improve the execution of the floundering PAE contract and to ensure only safe and correct maintenance was being performed by our undermanned Contract Maintainers.

I have augmented my vocation as a Naval Aviator by earning my Certified Flight Instructor Instrument, Airline Transport Pilot and Airframe and Powerplant maintenance ratings with the FAA and flying over 600 hours in my personal aircraft. Days after Hurricane Irma hit the Florida Keys, I led four other Sun Downers, including CDR DuPont, back into the Florida Keys in two personal aircraft to perform a first-hand assessment of squadron members' homes. I simultaneously developed, executed and supervised an extensive civilian airborne relief effort, in coordination with multiple government and civilian agencies, into the airport I part-own and wholly-manage on Summerland Key. In short, aviation is my life.

2. The Report of Misconduct (ROM) from Commander, Tactical Support Wing, makes a number of unsubstantiated accusations:

- a. The ROM suggests that the preponderance of the evidence substantiates the allegations against me:

- i. The Command Investigation concluded there was discredit to the service because the perceived lack of accountability was service discrediting. The complaining spouse was a civilian. Nonetheless, I did not see any evidence that the disposition of the case was public knowledge.
- ii. The effort to perform NJP for the adultery allegation from 23 July 2018 did not begin until a week after the Commanding Officer became aware I raised safety concerns. It should also be noted that:
 1. I was not advised of my rights in connection with this allegation, verbally or in writing, until 11 July 2019.
 2. I have not received an adverse FITREP, formal counseling, Non-Punitive Letter of Caution, Letter of Instruction or notification of NJP or Court Martial in connection with any allegation detailed in this ROM from 23 July 2018 to 11 July 2019.
- iii. Enclosure (1) provides an analysis of the critical evidence contained in the Command Investigation.
- b. The Commander declares that I have demonstrated a character not in keeping with the standards of a Naval Officer. To the contrary, my military record demonstrates that:
 - i. My disciplined airmanship, tactical aptitude and methodical risk management combine to make me an incredibly capable Naval Aviator.
 - ii. I have bettered myself throughout my career with continued military and civilian aviation education and certification.
 - iii. I have been fully open and honest and honorably taken full responsibility for all of my personal failures throughout my career.
 - iv. I have patiently endured the injustices of the Commanding Officer's command, and the accompanying silence of the Executive Officer.
 - v. In that patience, I have tactfully and firmly exercised every avenue available to me in order to bring the Commanding Officer back into the fold while, at the same time, protecting my Command, Junior Officers, Enlisted personnel, Contract Maintenance personnel, and, indeed, the Commanding Officer from his own actions and those of the Commander.
 - vi. In that patience, I have maintained kindness and charity by recognizing my friend, the Commanding Officer, has, like me, endured much in his personal life after Hurricane Irma, and I have endeavored to give him every possible path forward, that I and those who mentored me could conceive, to avoid engaging in violations of Naval Instruction and reprisal.
 - vii. While I have endured the reprisal of both the Commanding Officer and the Commander, I have never forsaken my duty to mentor my subordinates in their successes as well as their failures.

- c. The Command Investigation called into question my ability to positively contribute to the Navy through continued service. There are no facts that support this statement.
- i. I have dedicated the better part of my life to the United States Navy and the nation it protects. My military record describes my dedication and positive contribution to my country through service in the US Navy.
 - ii. Even while I have been subject to the misuse of a Military Protective Order, improperly removed from my flight and duty status and endured various acts of reprisal, I have continued to positively contribute to my squadron in every way I can imagine:
 - 1. I have performed my duty as the Maintenance Officer by both enabling PAE to perform maintenance and holding them accountable when they fail to meet the wickets set forth in either reference (a) or their contract.
 - a. Until that duty required me to respectfully challenge the Commanding Officer's actions on 18 April 2019 and 6 May 2019 and report concerns to the Executive Officer and the CSA survey, the Commander and the Commanding Officer were very pleased with my performance.
 - 2. I have diligently performed my duties as an Aviation Safety Officer, and I have mentored the Safety Department Head.
 - 3. I have worked alongside PMA-226 in pursuit of the avionics upgrade for the F-5N+.
 - 4. I have worked with NAVAIR to finalize the certification for and deploy the airframe modification I designed, built and submitted to NAVAIR in January of 2019.
 - 5. I have designed and built an inspection camera system for the F-5 intake currently under consideration by EST.
 - iii. I am often asked what it's like to get paid to fly and employ weapons on our nation's enemies. I am not paid to fly or to employ weapons on nation's enemies; we would all do that for free. I am paid to make the difficult call and tell the Navy when not to fly or employ weapons. Every fighter pilot, including me, is, first and foremost, a risk manager.
 - 1. When in combat, I twice refused to drop when "cleared hot" by JTACs. In both instances, the JTACs called the boat to thank me after I landed.
 - a. The JTAC repeatedly called his own position as the target.
 - b. I was asked to drop on a single moving car on a busy highway, ensuring extensive collateral damage.
 - 2. As a Training Command instructor with no troops in contact, there was never a reason to push weather or maintenance. When instructing Basic Fighter

Maneuvering (BFM), I would rather lose to a student than push an unsafe fight. I mentored my students in this risk-manager mindset and I set an example of disciplined airmanship for my students and fellow instructors.

3. I brought the same risk-manager mindset to VFC-111 and mentored the junior officers in the same. This risk-manager mindset was sorely needed when I first reported to the command.
 - a. VFC-111 lost an aircraft in 2017 when a senior SELRES pilot placed priority on winning a BFM engagement with a fellow Sun Downer over safely flying the aircraft within the NATOPS envelope.
 - b. My respectful challenge of the Commanding Officer's attempted flight of an NMC aircraft on 18 April 2019 stems from that risk-management mindset.
 - i. There were no facts or imminent threat to persons or property justifying the capricious violation of references (a) and (b) by the Commanding Officer, the Commander and the PAE Site Manager for Key West.
 - c. My inquiry into and report to the Executive Officer of the events surrounding the flight of another NMC aircraft, with the Commanding Officer's involvement, on 5 May 2019 stems from that same mindset.
4. I have demonstrated exceptional Operational Risk Management (ORM) throughout my career as a Naval Aviator and saved many lives because of this judgement. It concerns me deeply that reprisal for my correct actions as a risk manager, Aviation Safety Officer and leader within my command has necessitated the writing of an endorsement to a ROM initiated by the same Commander whose illegal approval of the flight of a NMC aircraft on 18 April 2019 by the Commanding Officer demanded my intervention.
- d. The Command Investigation suggested that my conduct during the investigation and underlying offenses was substandard. This assertion is unsupported by the facts:
 - i. During both of the Commanding Officer's Preliminary Inquiries into my conduct, I complied honestly and openly, taking full responsibility for my actions.
 - ii. I complied in the same manner with all informal quests for evidence from my chain of command during the 319 days between the Commanding Officer's initial awareness of the allegation and his notification of intent to perform NJP for that single allegation.
 - iii. During the Command Investigation, I elected to remain silent, and I was obligated to contact the Inspector General. Neither the exercise of my constitutional right to silence nor my report to the Inspector General can be construed as conduct that is substandard.
 - iv. The accusations in the Command Investigation are the first time in my 22 years wearing a Navy uniform I have ever heard it suggested this particular failing – when the woman in question has no nexus to the Navy – is substandard for a Naval Aviator.

- e. The Command Investigation asserted that my continued assignment to VFC-111 distracts from its mission and has a negative impact on the command. There are no examples of my conduct before the command that distract or negatively impact it. The Command Investigation mentions several situations that demonstrate distraction and negative impact. In all of these situations, I have used the avenues available to me to address and remedy the distraction and negative impact to our squadron.
- i. The Commanding Officer's misuse of a Military Protective Order from November 2018 through June 2019 when no violence or abuse from any party was threatened or expected caused a brief distraction to the command. I addressed this misuse of a Military Protective Order directly with both the Commanding Officer and the Executive Officer.
 - ii. The Commanding Officer, the Commander and the PAE Site Manager for Key West knowingly violated references (a) and (b) on 18 April 2019. This caused considerable distraction and severely undermined the authority of the Commanding Officer, the Commander and the PAE Site Manager for Key West. These actions obliterated the Safety culture of VFC-111, as evidenced by the flight of another NMC aircraft on 5 May 2019. I reported these actions to the Executive Officer and the Command Safety Assessment survey, and I took direct action, as the Maintenance Officer, to ensure the PAE Site Manager understood only mission capable aircraft are to be released for flight.
 - iii. The Commanding Officer's attempt to perform NJP for a single allegation of adultery he had known about for 319 days as an act of reprisal caused some distraction. I have reported this personnel action to the Executive Officer and the Inspector General.
 - iv. On 15 August 2019, the Commander directed the Commanding Officer to address all VFC-111 officers with his view of my personal and legal situation and falsely state I refused the Commanding Officer's offer of NJP. The statements in the Command Investigation demonstrate this specific action by the Commanding Officer caused considerable distraction and rumor. I have no venue with which to present my side of the story to the command without directly undermining the Commanding Officer and further damaging my squadron's morale; therefore, I have reported it to the Inspector General.
 - v. As of the date the Command Investigation makes this assertion, I had been wrongfully removed from flight and duty status for 77 days. I have no doubt that using a Human Factors Board to justify the open-ended removal of a qualified, safe and competent Naval Aviator from all aspects of the flight schedule is distracting to my fellow squadron aviators. In order to remedy this unwarranted distraction and misuse of the Human Factors Board, I have filed an Article 138 complaint in order to return to flight status.
 - vi. Any distraction or negative impact to the mission of VFC-111 has not been caused by my actions. It has been caused by the actions of those in whom the Navy has placed the trust of Command.
- f. Finally, the Commander called into question my ability to lead as a Naval Aviator. This accusation is inconsistent with my military record at VFC-111 detailed in Enclosure (3). CDR Denny, CDR DuPont, CDR Meritt and CDR Ashlock all sought and agreed to a second tour at VFC-111 for me based on my integrity, flight discipline and mature leadership in the Ready Room as a Naval Aviator. Furthermore, the actions I have taken since 18 April 2019 demonstrate precisely why the Naval Aviation community, and this squadron in particular, requires the leadership of officers like me.

- i. On 18 April 2019, I was faced with the Commanding Officer's willful violation, with the Commander's blessing, of references (a) and (b). My Executive Officer took no action after this event, and gossip of other abuses and violations by the Commanding Officer festered within the command.
 1. As the senior Department Head, I took swift, respectful action to stop the flight in question and then to address the gossip:
 - a. I led a Department Head meeting to identify specific abuses and violations by the Commanding Officer.
 - b. I took our collective concerns to the Executive Officer for action.
 2. I utilized my Chain of Command and the Safety process to bring our friend and Commanding Officer back into the fold.
 3. When it appeared those channels had the desired effect, I led the squadron in the acceptance of the Commanding Officer back into the fold on 3 June 2019.
- ii. Four days later, the Commanding Officer began an effort to take me to NJP for an allegation he had known about for 319 days and investigated twice.
 1. When faced with this reprisal, I respectfully approached my chain of command and senior officers for help in preventing the Commanding Officer from taking yet another illegal action.
 2. I provided sound legal advice to the Executive Officer and offered every conceivable avenue for the Commanding Officer to avoid engaging in reprisal while still saving face.
 3. On 1 August 2019, the Commanding Officer, via the Staff Judge Advocate, withdrew his offer of NJP specifically because I exercised my right to remain silent.
3. The charges presented by the Commander are unsubstantiated by the evidence found in the Command Investigation. On that basis, I respectfully request a Report of NO Misconduct (NOM) be submitted to PERS-834 in accordance with reference (c).
4. I am available at your convenience, and I may be reached by e-mail at matt.stettner@navy.mil or telephone at (757) 576-0159.

Very Respectfully,



Matthew Stettner
LCDR USNR

Reply to:
78 Clark Mill Road
Weare, NH 03281
email: conway@ucslaw.us
Facsimile: 603-746-2038
www.nvmilitarylaw.com

Gary Myers, Daniel Conway & Associates
Attorneys-at-Law

Phone:
800-355-1095
Washington, D.C.:
202-867-8465
New Hampshire:
603-219-8718

Daniel Conway
Admitted in
New Hampshire

Gary Myers
Daniel Conway
Lauren Johnson-Natanson

9 December 2019

Memorandum for: Reviewing Authority

Subject: Analysis of Command Investigation

1. This firm represents LCDR Matthew Stettner. This memorandum is a review of the 12 September 2019 Command Investigation provided in support of a Report of Misconduct.

The 19 November 2019 Report of Misconduct makes two allegations:

- a. That LCDR Stettner committed adultery; and,
 - b. That he committed conduct unbecoming an officer and a gentleman.
2. The conduct unbecoming specification suggests that LCDR Stettner used "insulting or defamatory language about CDR Rory Dupont...to other military persons; engage[d] in [an]extra-marital affair with a woman, not his wife, and openly discussed such misconduct with members of the unit..."

3. Several points make clear that the allegation of conduct unbecoming an officer is unsubstantiated by the investigation:

- a. Firstly, in the investigation the only allegations of insulting or defamatory language comes from CDR Ashlock (the current Executive Officer). There are second-hand reports from CDR Dupont, but no interviews corroborating those reports;
- b. Secondly, the conversations with CDR Merritt and CDR Ashlock were private and in their official capacity in the unit. LCDR Stettner had previously raised safety concerns with unit leadership. He was concerned that administrative actions regarding the adultery allegation were reprisal for raising those safety concerns. LCDR Stettner was simply seeking guidance on how to deescalate the relationship with CDR Dupont;
- c. Thirdly, as noted by LCDR Reeves, to the extent LCDR Stettner discussed the command, he exhibited frustration, but never disrespect. As LCDR Giacomuzzi stated, "he has had a lot of concerns about safety..." CDR Merritt made clear that he "did not witness anything directly," CDR Pearce also stated that LCDR Stettner "never made any disparaging statements." It is clear that LCDR Stettner did not use insulting or defamatory language about CDR Dupont;

- d. Fourthly, the allegation of adultery did not constitute conduct unbecoming an officer. The woman and her husband were civilians with no military nexus. There was no prejudice to good order, service discredit, or any other compromise of LCDR Stettner's standing as an officer. Contrary to the opinion in the Command Investigation, there exist no evidence that the lack of discipline for the alleged adultery was public knowledge; and,
- e. Fifthly, the only evidence that adultery allegations were openly discussed was an all-officer's meeting convened by CDR Dupont in which he raised the allegations. Any comments LCDR Stettner ever made about the adultery allegations, were the result of CDR Dupont's unit-wide dissemination of information related to the case.

4. There are presently multiple ongoing investigations examining whether the allegations of conduct unbecoming an officer have been raised in order to exaggerate LCDR Stettner's punitive exposure in reprisal for him raising safety concerns about the Commander. Based on LCDR Stettner's record of service, we do not believe a board of inquiry would otherwise be warranted for the adultery charge alone. Further, comments made in violation LCDR Stettner's Article 31 Rights or resulting from CDR Dupont's unit-wide dissemination of the allegations should not be considered.

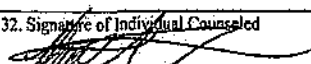
5. The undersigned can be reached at conway@mclaw.us or (603) 219-8718.

Respectfully,
Exemption (6)

Daniel Conway

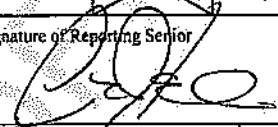
FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J				2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
5. ACT <input type="checkbox"/> FTS <input checked="" type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/ <input type="checkbox"/> 265		6. UIC 52923		7. Ship/Station VFC-111		8. Promotion Status REGULAR		9. Date Reported 15MAY18	
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 15NOV15 15. To: 16OCT31					
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/>		18. Concurrent <input type="checkbox"/>		19. OpsCdr <input type="checkbox"/>		20. Physical Readiness PP	
22. Reporting Senior (Last, FI MI) FELINI, P J				23. Grade CDR		24. Desig 1315		25. Title CO	
				26. UIC 52923		27. SSN [REDACTED]			
28. Command employment and command achievements. Provides dissimilar air combat training and fleet adversary support to the U.S. Navy and other aviation activities. Operates 18 F-5 aircraft as adversary threat simulators. Received the 2015 Golden Wrench, Golden Anchor, Blue "M" and Safety "S."									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) ADMIN DH PRIMARY: Administration Department Head-12. Responsible for supervising eight personnel in the management of all VFC-111 correspondence, pay, orders, awards and drills for 65 AD, FTS and SELRES personnel. COLLATERAL: Aviation Safety Officer-12; LVL III Adversary Pilot-2; RTO-12. WATCH: ODO-12. PFA: 15-2/16-1.									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled 16MAY16		31. Counselor FELINI, P J		32. Signature of Individual Counseled 	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills. -Fails to develop professionally or achieve timely qualifications.		-Has thorough professional knowledge. -Competently performs both routine and new tasks. -Steadily improves skills, achieves timely qualifications.		-Recognized expert, sought after to solve difficult problems. -Exceptionally skilled, develops and executes innovative ideas. -Achieves early/highly advanced qualifications.	<input checked="" type="checkbox"/>			
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/reenlistment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.	<input type="checkbox"/>			
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Unsatisfactory demeanor or conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Exemplary representative of Navy. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input type="checkbox"/>			
36. TEAMWORK: Contributions toward team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets personal commitments to team. -Understands team goals, employs good teamwork techniques. -Accepts and offers team direction.	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress. -Talented mentor, focuses goals and techniques for team. -The best at accepting and offering team direction.	<input type="checkbox"/>			
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	-Lacks initiative. -Unable to plan or prioritize. -Does not maintain readiness. -Fails to get the job done.		-Takes initiative to meet goals. -Plans/prioritizes effectively. -Maintains high state of readiness. -Always gets the job done.	<input checked="" type="checkbox"/>	-Develops innovative ways to accomplish mission. -Plans/prioritizes with exceptional skill and foresight. -Maintains superior readiness, even with limited resources. -Gets jobs done earlier and far better than expected.	<input type="checkbox"/>			

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J		2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Pro- gressing		3.0 Meets Standards	
4.0 Above Standards		5.0 Greatly Exceeds Standards					
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only). Basic and tactical employment of weapons systems.		-Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience.		-Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience.		-Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						VFA/C COMMAND	
						MAJOR STAFF	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>*** EASILY RANKS #2 OF 12 SUPERB LCDRS! MUST SELECT IMMEDIATELY FOR O-5!! ***</p> <p>** WOULD BE AN EP WITHOUT SUMMARY GROUP CONSTRAINTS **</p> <p>LCDR Stettner is an exceptionally skilled aviator whose innovative efforts consistently and dramatically further command mission and vision.</p> <p>-INSPIRING LEADER. Lcdr Stettner's leadership dramatically transformed the VFC-111 Admin department into a customer service-oriented office dedicated exclusively to the timely and efficient support of all Sun Downer Administrative needs. His efforts resulted in his department earning "best in the wing" status during the most recent TSW Process Review.</p> <p>-OUTSTANDING INITIATIVE. When faced with critical shortfalls in all lines of RPN and TAD funding, he created and fostered an effective working relationship among all echelons within CNRFC to secure additional funding in order to flawlessly execute a \$1.7M budget.</p> <p>-SUPERIOR RESULTS. As the ASO, Lcdr Stettner led an Aviation Mishap Board through a challenging Class C Mishap investigation. His findings clearly identified much-needed solutions to the critical F-5 publication shortfalls in the tracking, repair and replacement of aging airframe components resulting in a more reliable tracking process.</p> <p>*** MY STRONGEST RECOMMENDATION FOR IMMEDIATE PROMOTION TO CDR! ***</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER VFC-111 P O BOX 9059 KEY WEST FL 33040-9001
42. INDIVIDUAL					X		
43. SUMMARY		0	0	2	2	1	
45. Signature of Reporting Senior 					46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>		
Date: 01 NOV 2016					Date: 1 NOV 16		
Member Trait Average: 4.14		Summary Group Average: 3.89					
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

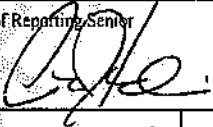
FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J				2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
5. ACT <input type="checkbox"/> FTS <input checked="" type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 52923		7. Ship/Station VFC-111		8. Promotion Status REGULAR		9. Date Reported 15MAY18	
Occasion for Report 10. Periodic <input type="checkbox"/> Detachment <input type="checkbox"/> Detachment of <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 16NOV01 15. To: 17FEB25					
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>		20. Physical Readiness P		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) FELINI, P J				23. Grade CDR		24. Desig 1315		25. Title CO	
				26. UIC 52923		27. SSN [REDACTED]			
28. Command employment and command achievements. Provides dissimilar air combat training and fleet adversary support to the U.S. Navy and other aviation activities. Operates 18 F-5 aircraft as adversary threat simulators. Received the 2016 Battle "E," Golden Anchor, Blue "M" and Safety "S."									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) OPERATIONS DH PRIMARY: Operations Department Head-4. Responsible for supervising six officers and five enlisted personnel in the planning and execution of all VFC-111 flight operations involving 18 F-5F/N aircraft and 34 squadron pilots. COLLATERAL: RTO-4; Level IV Adversary Pilot-2. WATCH: SDO/ODO-4. PFA: 16-2.									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills. -Fails to develop professionally or achieve timely qualifications.		-Has thorough professional knowledge. -Competently performs both routine and new tasks. -Steadily improves skills, achieves timely qualifications.		-Recognized expert, sought after to solve difficult problems. -Exceptionally skilled, develops and executes innovative ideas. -Achieves early/highly advanced qualifications.				
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.				
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Unsatisfactory demeanor or conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Exemplary representative of Navy. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
36. TEAMWORK: Contributions toward team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets personal commitments to team. -Understands team goals, employs good teamwork techniques. -Accepts and offers team direction.	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress. -Talented mentor, focuses goals and techniques for team. -The best at accepting and offering team direction.				
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	-Lacks initiative. -Unable to plan or prioritize. -Does not maintain readiness. -Fails to get the job done.		-Takes initiative to meet goals. -Plans/prioritizes effectively. -Maintains high state of readiness. -Always gets the job done.		-Develops innovative ways to accomplish mission. -Plans/prioritizes with exceptional skill and foresight. -Maintains superior readiness, even with limited resources. -Gets jobs done earlier and far better than expected.				

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J		2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards	
4.0 Above Standards		5.0 Greatly Exceeds Standards					
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		-Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience.		-Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience.		-Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two). Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.				RESFORON COMMAND		MAJOR STAFF	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>*** MY #1 of 13 OUTSTANDING LCDRs! MUST SELECT IMMEDIATELY FOR O-5 AND COMMAND!! ***</p> <p>-MOTIVATING LEADER. Expertly led my Operations team of six Officers, one Chief Petty Officer and four Petty Officers in the flawless coordination and execution of a 4,500+ hour flying program consisting of 34 pilots and 18 F-5F/N aircraft providing incomparable combat readiness training to seven Fleet/Fleet Replacement Squadron air-to-air detachments.</p> <p>-CREATIVE INITIATIVE. Immediately after assuming the duties of Operations Officer, LCDR Stettner precisely identified an increasingly critical aircraft readiness and pilot qualification shortfall created by the recent award of the maintenance contract. He skillfully initiated effective coordination among NAVAIR, TSW and contract adversary squadrons ensuring sustainable adversary aircraft support is provided to all customers.</p> <p>-OUTSTANDING AVIATOR. LCDR Stettner is attaining each of his qualifications in record time. He volunteered to augment VFC-13 during their support of SFARP while demonstrating brilliant airmanship and earning his Level IV Adversary qualification. His exceptional skill and mature flight leadership have resulted in his selection as a F-5 Familiarization Instructor, Instrument Procedures Instructor and NATOPS Evaluator.</p> <p>* MY STRONGEST POSSIBLE PERSONAL RECOMMENDATION FOR IMMEDIATE PROMOTION TO CDR. *</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL	<input type="checkbox"/>					X	COMMANDING OFFICER VFC-111 P O BOX 9059 KEY WEST FL 33040-9001
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	2	1	1	
45. Signature of Reporting Senior 				46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>			
Date: 20 FEB 2017				Date: 22 FEB 17			
Member Trait Average: 4.43		Summary Group Average: 3.93					
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							


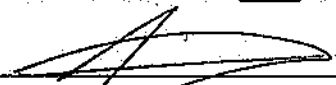
FITNESS REPORT & COUNSELING RECORD (W2-06)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J				2. Grade/Rate LCDR		3. Desig 1317		4. Exemption (6) Exemption (6)	
5. ACT <input type="checkbox"/> FTS <input checked="" type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 52923		7. Ship/Station VFC-111		8. Promotion Status REGULAR		9. Date Reported 15MAY18	
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>		Period of Report 14. From: 17FEB26 15. To: 17OCT31							
16. Not Observed Report <input type="checkbox"/> 17. Type of Report Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>		20. Physical Readiness P		21. Billet Subcategory (if any) NA					
22. Reporting Senior (Last, FI MI) DENNY, C S		23. Grade CDR		24. Desig 1317		25. Title CO		26. UIC 52923	
								27. SSN [REDACTED]	
28. Command employment and command achievements. Provides dissimilar air combat training and fleet adversary support to the U.S. Navy and other aviation activities. Operates 17 F-5 aircraft as adversary threat simulators. Received the 2016 Battle "E," Golden Anchor, Blue "M" and Safety "S."									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) MAINTENANCE DH PRIMARY: Maintenance Department Head-4. Responsible for leading one Junior Officer, five Chief Petty Officers and six enlisted in the supervision and management of the Key West F-5 maintenance contract; Operations Department Head-4. COLLATERAL: Level 4 Adversary-8; RTO-8. WATCH: SDO/ODO-8. PFA: 17-1.									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor [REDACTED]		32. Signature of Individual Counseled [REDACTED]	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills. -Fails to develop professionally or achieve timely qualifications.		-Has thorough professional knowledge. -Competently performs both routine and new tasks. -Steadily improves skills, achieves timely qualifications.	<input checked="" type="checkbox"/>	-Recognized expert, sought after to solve difficult problems. -Exceptionally skilled, develops and executes innovative ideas. -Achieves early/highly advanced qualifications.				
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.				
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Unsatisfactory demeanor or conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Exemplary representative of Navy. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
36. TEAMWORK: Contributions toward team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets personal commitments to team. -Understands team goals, employs good teamwork techniques. -Accepts and offers team direction.	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress. -Talented mentor, focuses goals and techniques for team. -The best at accepting and offering team direction.				
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	-Lacks initiative. -Unable to plan or prioritize. -Does not maintain readiness. -Fails to get the job done.		-Takes initiative to meet goals. -Plans/prioritizes effectively. -Maintains high state of readiness. -Always gets the job done.	<input checked="" type="checkbox"/>	-Develops innovative ways to accomplish mission. -Plans/prioritizes with exceptional skill and foresight. -Maintains superior readiness, even with limited resources. -Gets jobs done earlier and far better than expected.				

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J				2. Grade/Rate LCDR		3. Desig 1317		4. Exemption (6)	
PERFORMANCE TRAITS		1.0* Below Standards		2.0 Progressing		3.0 Meets Standards		4.0 Above Standards	
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.				-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.			
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		-Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience.				-Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience.			
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>		<input type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.								WAR COLLEGE	
								VFC CO	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.									
<p>*** LCDR STETTNER PERFORMS AT THE LEVEL OF A NAVY COMMANDER! SELECT NOW FOR O-5! ***</p> <p>** RATED AS A 'PROMOTABLE' ONLY DUE TO A CONSIDERABLE PRD EXTENSION **</p> <p>* HIS DEDICATION, WORK ETHIC AND TALENT REMAIN TOP NOTCH! *</p> <p>-PEERLESS DEPARTMENT HEAD. LCDR Stettner expertly managed the execution of a \$40M maintenance contract for 18 F-5s. When one of those aircraft was involved in a Class A mishap, he was hand-picked to be part of the Aviation Mishap Board. During the Hurricane Irma evacuation, he orchestrated maintenance support to evacuate 15 aircraft to NAS Fallon and prepared the hangar and remaining aircraft for a direct hurricane strike.</p> <p>-TALENTED MENTOR. LCDR Stettner has taken his department to new levels of professionalism. He encountered numerous challenges when arriving to Maintenance, which is why I sent him there. Dealing with contractual set-backs, personality conflicts and lack of experience in key positions, he swiftly assessed the situation and started leading Sailors to fix it.</p> <p>-EXCEPTIONAL AVIATOR. Absolute professionalism combined with uniquely talented airmanship have earned him a reputation for safe, decisive flight leadership maximizing every training opportunity for the squadrons we support.</p> <p>*** LCDR STETTNER IS A SEASONED, TALENTED LEADER. SELECT NOW FOR O-5! ***</p>									
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address		
42. INDIVIDUAL	<input checked="" type="checkbox"/>			X			COMMANDING OFFICER		
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	3	1	1	VFC-111 P O BOX 9059 KEY WEST FL 33040-9001		
45. Signature of Reporting Senior					46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement."				
									
Date: 21 NOV 17					I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>				
Member Trait Average: 3.29					Summary Group Average: 3.80				
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report									
Date:									



FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J				2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
5. ACT <input type="checkbox"/> FTS <input checked="" type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 52923		7. Ship/Station VFC-111		8. Promotion Status REGULAR		9. Date Reported 15MAY18	
Occasion for Report 10. Periodic <input type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>		Detachment <input type="checkbox"/> Detachment of <input type="checkbox"/>		Period of Report 14. From: 17NOV01 15. To: 18MAY19					
16. Not Observed Report <input type="checkbox"/> 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>		Type of Report		20. Physical Readiness BP		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) DENNY, C S		23. Grade CDR		24. Desig 1317		25. Title CO		26. UIC 52923	
								27. SSN [REDACTED]	
28. Command employment and command achievements. Provides dissimilar air combat training and fleet adversary support to the U.S. Navy and other aviation activities. Operates 17 F-5 aircraft as adversary threat simulators. Received the 2017 Golden Anchor, Blue "M" and Blue "H." Detachment: MCAS Beaufort.									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) MAINTENANCE DH PRIMARY: Maintenance Department Head-7. Responsible for leading one Junior Officer, one SELRES O4, five Chief Petty Officers and six enlisted in the supervision and management of the Key West F-5 maintenance contract. COLLATERAL: Level 4 Adversary-7; RTO-7; ECF-5. WATCH: SDO/ODO-7. PFA: 17-2/18-1.									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor [REDACTED]		32. Signature of Individual Counseled [REDACTED]	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge proficiency, and qualifications. NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills. -Fails to develop professionally or achieve timely qualifications.		-Has thorough professional knowledge. -Competently performs both routine and new tasks. -Steadily improves skills, achieves timely qualifications.	<input checked="" type="checkbox"/>	-Recognized expert, sought after to solve difficult problems. -Exceptionally skilled, develops and executes innovative ideas. -Achieves early/highly advanced qualifications.				
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human work, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.				
35. MILITARY BEARING/ CHARACTER: Appearance; conduct physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Unsatisfactory demeanor or conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Exemplary representative of Navy. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
36. TEAMWORK: Contributions toward team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets personal commitments to team. -Understands team goals, employs good teamwork techniques. -Accepts and offers team direction.	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress. -Talented mentor, focuses goals and techniques for team. -The best at accepting and offering team direction.				
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	-Lacks initiative. -Unable to plan or prioritize. -Does not maintain readiness. -Fails to get the job done.		-Takes initiative to meet goals. -Plans/prioritizes effectively. -Maintains high state of readiness. -Always gets the job done.	<input checked="" type="checkbox"/>	-Develops innovative ways to accomplish mission. -Plans/prioritizes with exceptional skill and foresight. -Maintains superior readiness, even with limited resources. -Gets jobs done earlier and far better than expected.				

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J		2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
PERFORMANCE TRAITS		1.0* Below Standards		3.0 Meets Standards		5.0 Greatly Exceeds Standards	
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only). Basic and tactical employment of weapons systems.		-Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience.		-Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience.		-Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience.	
NOB <input type="checkbox"/>		<input type="checkbox"/>		<input checked="" type="checkbox"/>		<input type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.				WAR COLLEGE		VFC CO	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>***LCDR STETTNER LEADS WITH THE MATURITY AND EXPERIENCE OF AN O5. PROMOTE TO CDR ASAP!***</p> <p>**RATED AS A 'PROMOTABLE' ONLY DUE TO A CONSIDERABLE PRD EXTENSION**</p> <p>-TALENTED DEPARTMENT HEAD. Leading the Contracting Officer's Representatives (CORs) and the VFC-111 Maintenance Monitoring Team (MMT) in the execution of the \$23.7M NAS Key West F-5 maintenance contract, LCDR Stettner ensured the contractor and the MMT were prepared for the 2018 MPA. Undeterred by the few discrepancies uncovered by the MPA, LCDR Stettner's solution-oriented demeanor led the CORs and MMT to develop and implement new audit processes that will better assist the Maintenance Contractor and enhance flight safety and mission accomplishment.</p> <p>-OUTSTANDING AVIATOR. LCDR Stettner's dedicated professionalism and commitment to the safe execution of all aspects of every flight have earned my complete trust and confidence in his aerial judgement, and, as a result, he was hand-picked to be our newest Functional Check Flight pilot. LCDR Stettner's innate understanding of aircraft systems and maintenance practices led him to quickly discover and rectify long-standing errors in the FCF checklist. Cycle 17-2 PFA: Dep/Op.</p> <p>**SELECT THIS EXCEPTIONAL AND EXPERIENCED NAVAL AVIATOR FOR O-5 IMMEDIATELY!**</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER VFC-111 P O BOX 9059 KEY WEST FL 33040-9001
42. INDIVIDUAL	<input checked="" type="checkbox"/>			X			
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	3	1	2	
45. Signature of Reporting Senior  Date: 4 MAY 18				46. Signature of Individual evaluated: "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement. <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>  Date: 4 MAY 18			
Member Trait Average: 3.29		Summary Group Average: 3.95					
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report							
Date:							

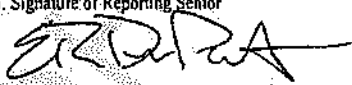
FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J				2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
5. ACT <input type="checkbox"/> FTS <input checked="" type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265 <input type="checkbox"/>		6. UIC 52923		7. Ship/Station VFC-111		8. Promotion Status REGULAR		9. Date Reported 15MAY18	
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. Detachment of Individual <input type="checkbox"/> 12. Detachment of Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report 14. From: 18MAY20 15. To: 18OCT31					
16. Not Observed Report <input type="checkbox"/>		Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>		20. Physical Readiness N		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) DUPONT, E R		23. Grade CDR		24. Desig 1315		25. Title CO		26. UIC 52923	
								27. SSN [REDACTED]	
28. Command employment and command achievements. Provides dissimilar air combat training and fleet adversary support to the U.S. Navy and other aviation activities. Operates 17 F-5 aircraft as adversary threat simulators. Received the 2017 Golden Anchor, Blue "M", and Blue "H".									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) MAINTENANCE DH PRIMARY: Maintenance Department Head-6. Responsible for leading one Junior Officer, One SELRES O-4, three Chief Petty Officers, and four enlisted sailors in the supervision and management of the Key West F-5 maintenance contract. COLL: Level IV Adversary-6; RTO-6; FCF-6. Watch: ODO-6.									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills. -Fails to develop professionally or achieve timely qualifications.		-Has thorough professional knowledge. -Competently performs both routine and new tasks. -Steadily improves skills, achieves timely qualifications.		-Recognized expert, sought after to solve difficult problems. -Exceptionally skilled, develops and executes innovative ideas. -Achieves early/highly advanced qualifications.				
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/reenlistment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.				
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Unsatisfactory demeanor or conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Exemplary representative of Navy. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
36. TEAMWORK: Contributions toward team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not take direction well.		-Reinforces others' efforts, meets personal commitments to team. -Understands team goals, employs good teamwork techniques. -Accepts and offers team direction.	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress. -Talented mentor, focuses goals and techniques for team. -The best at accepting and offering team direction.				
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	-Lacks initiative. -Unable to plan or prioritize. -Does not maintain readiness. -Fails to get the job done.		-Takes initiative to meet goals. -Plans/prioritizes effectively. -Maintains high state of readiness. -Always gets the job done.	<input checked="" type="checkbox"/>	-Develops innovative ways to accomplish mission. -Plans/prioritizes with exceptional skill and foresight. -Maintains superior readiness, even with limited resources. -Gets jobs done earlier and far better than expected.				

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont 'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J		2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
PERFORMANCE TRAITS		1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards	
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		<ul style="list-style-type: none"> -Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices. 		<ul style="list-style-type: none"> -Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment. 		<ul style="list-style-type: none"> -Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others. 	<input checked="" type="checkbox"/>
NOB <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		<ul style="list-style-type: none"> -Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. -Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience. 		<ul style="list-style-type: none"> -Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience. 		<ul style="list-style-type: none"> -Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience. 	<input type="checkbox"/>
NOB <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.				WAR COLLEGE		MAJOR STAFF	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.							
<p>** CREATIVE MENTORSHIP MAKES LCDR STETTNER MY MOST IMPACTFUL LEADER. PROMOTE TO CDR NOW! **</p> <p>** RATED AS 'PROMOTABLE' ONLY DUE TO A CONSIDERABLE PRO EXTENSION **</p> <p>- OUTSTANDING LEADER. LCDR Stettner skillfully served as Maintenance Department head and his direct leadership of the Maintenance Monitoring Team, the Contracting Officer's Representative, and Material Control, led to the execution of 1,573 mishap free flight hours and 1,126 sorties, in direct support of the Fleet. Additionally, he implemented a new audit and record keeping processes in preparation for the MPA and AMI in support of the \$49 million F-5 Maintenance Contract.</p> <p>-BRILLIANT AVIATOR. With his commitment to the safe execution of our Adversary mission evident in every aspect of LCDR Stettner's flying, he has earned the utmost trust and confidence of the Ready Room and his chain of command. He has subsequently worked closely with BMA-226, FST, and PAE to coordinate the response of relevant stakeholders and compel them to facilitate the necessary upgrades and repairs to the F-5.</p> <p>** SELECT THIS PROFESSIONAL AND DEDICATED NAVAL AVIATOR FOR O-5 IMMEDIATELY! **</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address COMMANDING OFFICER VFC-111 P O BOX 9059 KEY WEST, FL 33040-9001
42. INDIVIDUAL				X			
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	2	1	1	
45. Signature of Reporting Senior  Date: 30 OCT 18					46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>		
Member Trait Average: 3.71 Summary Group Average: 3.89					Date: 31 OCT 18		
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report.							
Date:							


FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J			2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
5. ACT <input type="checkbox"/> FTS <input checked="" type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW <input type="checkbox"/> 265			6. UIC 52923		7. Ship/Station VFC-111		8. Promotion Status REGULAR	
9. Date Reported 18MAY15								
Occasion for Report 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input checked="" type="checkbox"/> 13. Special <input type="checkbox"/>			Period of Report 14. From 18NOV01 to 19AUG17					
16. Not Observed Report <input type="checkbox"/> Type of Report 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>			20. Physical Readiness PP			21. Billet Subcategory (if any) NA		
22. Reporting Senior (Last, FI MI) DUPONT, E R			23. Grade CDR		24. Desig 1315		25. Title CO	
26. UIC 52923			27. SSN					
28. Command employment and command achievements Provides dissimilar air combat training and fleet adversary support to the U.S. Navy and other aviation activities. Operates 17 F-5 aircraft as adversary threat simulators. Received the 2018 Golden Anchor, TSW Battle "E" and Blue "X".								
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) MAINTENANCE DH PRIMARY: Maintenance Department Head-8. Responsible for leading two junior officers, one SELRES O-4, four Chief Petty Officers and three enlisted sailors in the supervision and management of the Key West F-5 Maintenance Contract. COLL: Aviation Safety Officer-10; Level III Adversary-10; RTO-10; FCE-10. WATCH: ODO-10. PPA: 18-2/19-1								
For Mid-term Counseling Use: (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)			30. Date Counseled NOT REQ		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standard; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.								
PERFORMANCE TRAITS	1.0 Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards			
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills -Fails to develop professionally or achieve timely qualifications		-Has thorough professional knowledge -Competently performs both routine and new tasks -Steadily improves skills, achieves timely qualifications	<input checked="" type="checkbox"/>	-Recognized expert, sought after to solve difficult problems -Exceptionally skilled, develops and executes innovative ideas -Achieves early/highly advanced qualifications			
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community NOB <input type="checkbox"/>	-Actions counter to Navy's retention/recruitment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/ Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition -Actions adequately encourage/support subordinates' personal/professional growth -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance-inclusion per EOEEO policy	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate -The model of achievement. Develops unit cohesion by valuing differences as strengths			
35. MILITARY BEARING/ CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance -Unsatisfactory demeanor or conduct -Unable to meet one or more physical readiness standards -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT		-Excellent personal appearance -Excellent demeanor or conduct -Complies with physical readiness program -Always lives up to Navy Core Values HONOR, COURAGE, COMMITMENT	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Exemplary representative of Navy -A leader in physical readiness -Exemplifies Navy Core Values HONOR, COURAGE, COMMITMENT			
36. TEAMWORK: Contributions toward team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team -Fails to understand team goals or teamwork techniques -Does not take direction well		-Reinforces others' efforts, meets personal commitments to team -Understands team goals, employs good teamwork techniques -Accepts and offers team direction	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress -Talented mentor, focuses goals and techniques for team -The best at accepting and offering team direction			
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	-Lacks initiative. -Unable to plan or prioritize -Does not maintain readiness -Fails to get the job done		-Takes initiative to meet goals -Plans/prioritizes effectively -Maintains high state of readiness -Always gets the job done	<input checked="" type="checkbox"/>	-Develops innovative ways to accomplish mission -Plans/prioritizes with exceptional skill and foresight -Maintains superior readiness, even with limited resources -Gets jobs done earlier and far better than expected			

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS (M) 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J		2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
PERFORMANCE TRAITS		1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards	
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Supports engineer, great foresight, develops process improvements and efficiencies. -Leader-top achievements dramatically better command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.	
NOB <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		-Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. -Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience.		-Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience.		-Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience.	
NOB <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.						WAR COLLEGE MAJOR STAFF	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12. Pitch (10 or 12 Point) only. Use upper and lower case.							
<p align="center">** LCDR STETTNER HAS ACCOMPLISHED MUCH IN MY COMMAND! **</p> <p align="center">** GPA AND RATING AS 'PROMOTABLE' DUE TO A CONSIDERABLE PRO EXTENSION. **</p> <p>-SKILLED LEADER. LCDR Stettner's leadership of the Maintenance Department at the \$49 Million Maintenance Contract directly enabled the execution of 1,000+ flight hours. Working with TSW, he identified a rising trend of engine failures and identified intake driven failures that had previously been consistently unreported as a primary cause. Bringing FST and PMA-226 into the discussion, he developed a remote intake inspection solution and corrections to the deficiencies in the current maintenance publications.</p> <p>-EXCEPTIONAL AVIATOR. LCDR Stettner was hand-selected by NAVAIR to lend his considerable engineering and avionics knowledge to the development, implementation and oversight of long-term F-5EX Avionics upgrade package. As part of that effort, he, on his own initiative, designed, manufactured and gained NAVAIR approval for an interim structural change to the F-5N cockpit, increasing both flight safety and tactical execution by enabling the RedNet device to be mounted in the pilot's head's-up field of view.</p> <p align="center">** RETAIN AND SELECT THIS DEDICATED AND IMPACTFUL OFFICER FOR PROMOTION! **</p>							
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address
42. INDIVIDUAL				X			COMMANDING OFFICER, VFC-111 P O BOX 9059 KEY WEST, FL 33040-9001
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	1	2	1	
45. Signature of Reporting Senior  Date: 7 AUG 19					46. Signature of Individual Evaluated: I have seen this report, been apprised of my performance, and understand my right to submit a statement. I intend to submit a statement <input type="checkbox"/> I do not intend to submit a statement. <input checked="" type="checkbox"/>		
Member Trait Average: 3.00		Summary Group Average: 3.96		Date: 19 AUG 19			
47. Typed name, grade, command, UIC, and Signature of Regular Reporting Senior on Concurrent Report							
Date:							

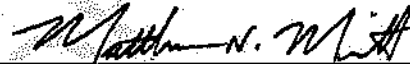
FITNESS REPORT & COUNSELING RECORD (W2-O6)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J				2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
5. ACT <input type="checkbox"/> FTS <input checked="" type="checkbox"/> INACT <input type="checkbox"/> AT/ADSW/265		6. UIC 52923		7. Ship/Station VFC-111		8. Promotion Status REGULAR		9. Date Reported 18MAY15	
Occasion for Report: 10. Periodic <input checked="" type="checkbox"/> 11. of Individual <input type="checkbox"/> 12. Reporting Senior <input type="checkbox"/> 13. Special <input type="checkbox"/>				Period of Report: 14. From: 19AUG18 15. To: 19OCT31					
16. Not Observed Report <input type="checkbox"/>		Type of Report: 17. Regular <input checked="" type="checkbox"/> 18. Concurrent <input type="checkbox"/> 19. OpsCdr <input type="checkbox"/>		20. Physical Readiness N		21. Billet Subcategory (if any) NA			
22. Reporting Senior (Last, FI MI) MERITT, M N		23. Grade CDR		24. Desig 1317		25. Title CO		26. UIC 52923	
								27. SSN [REDACTED]	
28. Command employment and command achievements. Provides dissimilar air combat training and fleet adversary support to the U.S. Navy and other aviation activities. Operates 18 F-5 aircraft as adversary threat simulators. Received the 2018 TSW Battle "E" and Blue "M".									
29. Primary/Collateral/Watchstanding duties. (Enter primary duty abbreviation in box.) ASO PRI: Aviation Safety Officer-2. Responsible for all aviation and ground safety programs and training. COLL: Level III Adversary Instructor-2; FCF-2; Range Training Officer-2. WATCH: Operations Duty Officer-2.									
For Mid-term Counseling Use. (When completing FITREP, enter 30 and 31 from counseling worksheet, sign 32.)				30. Date Counseled NOT PERF		31. Counselor		32. Signature of Individual Counseled	
PERFORMANCE TRAITS: 1.0 - Below standards/not progressing or UNSAT in any one standard; 2.0 - Does not yet meet all 3.0 standards; 3.0 - Meets all 3.0 standards; 4.0 - Exceeds most 3.0 standards; 5.0 - Meets overall criteria and most of the specific standards for 5.0. Standards are not all inclusive.									
PERFORMANCE TRAITS	1.0* Below Standards	2.0 Pro- gressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards				
33. PROFESSIONAL EXPERTISE: Professional knowledge, proficiency, and qualifications. NOB <input type="checkbox"/>	-Lacks basic professional knowledge to perform effectively. -Cannot apply basic skills. -Fails to develop professionally or achieve timely qualifications.		-Has thorough professional knowledge. -Competently performs both routine and new tasks. -Steadily improves skills, achieves timely qualifications.	<input checked="" type="checkbox"/>	-Recognized expert, sought after to solve difficult problems. -Exceptionally skilled, develops and executes innovative ideas. -Achieves early/highly advanced qualifications.				
34. COMMAND OR ORGANIZATIONAL CLIMATE/EQUAL OPPORTUNITY: Contributing to growth and development, human worth, community. NOB <input type="checkbox"/>	-Actions counter to Navy's retention/reenlistment goals. -Uninvolved with mentoring or professional development of subordinates. -Actions counter to good order and discipline and negatively affect Command/Organizational climate. -Demonstrates exclusionary behavior. Fails to value differences from cultural diversity.		-Positive leadership supports Navy's increased retention goals. Active in decreasing attrition. -Actions adequately encourage/support subordinates' personal/professional growth. -Demonstrates appreciation for contributions of Navy personnel. Positive influence on Command climate. -Values differences as strengths. Fosters atmosphere of acceptance/inclusion per EO/EEO policy.	<input checked="" type="checkbox"/>	-Measurably contributes to Navy's increased retention and reduced attrition objectives. -Proactive leader/exemplary mentor. Involved in subordinates' personal development leading to professional growth/sustained commitment. -Initiates support programs for military, civilian, and families to achieve exceptional Command and Organizational climate. -The model of achievement. Develops unit cohesion by valuing differences as strengths.				
35. MILITARY BEARING/CHARACTER: Appearance, conduct, physical fitness, adherence to Navy Core Values. NOB <input type="checkbox"/>	-Consistently unsatisfactory appearance. -Unsatisfactory demeanor or conduct. -Unable to meet one or more physical readiness standards. -Fails to live up to one or more Navy Core Values: HONOR, COURAGE, COMMITMENT.		-Excellent personal appearance. -Excellent demeanor or conduct. -Complies with physical readiness program. -Always lives up to Navy Core Values: HONOR, COURAGE, COMMITMENT.	<input checked="" type="checkbox"/>	-Exemplary personal appearance. -Exemplary representative of Navy. -A leader in physical readiness. -Exemplifies Navy Core Values: HONOR, COURAGE, COMMITMENT.				
36. TEAMWORK: Contributions toward team building and team results. NOB <input type="checkbox"/>	-Creates conflict, unwilling to work with others, puts self above team. -Fails to understand team goals or teamwork techniques. -Does not (take direction well).		-Reinforces others' efforts, meets personal commitments to team. -Understands team goals, employs good teamwork techniques. -Accepts and offers team direction.	<input checked="" type="checkbox"/>	-Team builder, inspires cooperation and progress. -Talented mentor, focuses goals and techniques for team. -The best at accepting and offering team direction.				
37. MISSION ACCOMPLISHMENT AND INITIATIVE: Taking initiative, planning/prioritizing, achieving mission. NOB <input type="checkbox"/>	-Lacks initiative. -Unable to plan or prioritize. -Does not maintain readiness. -Fails to get the job done.		-Takes initiative to meet goals. -Plans/prioritizes effectively. -Maintains high state of readiness. -Always gets the job done.	<input checked="" type="checkbox"/>	-Develops innovative ways to accomplish mission. -Plans/prioritizes with exceptional skill and foresight. -Maintains superior readiness, even with limited resources. -Gets jobs done earlier and far better than expected.				

FITNESS REPORT & COUNSELING RECORD (W2-O6) (cont'd)

RCS BUPERS 1610-1

1. Name (Last, First MI Suffix) STETTNER, MATTHEW J			2. Grade/Rate LCDR		3. Desig 1317		4. SSN Exemption (6)	
PERFORMANCE TRAITS		1.0* Below Standards	2.0 Progressing	3.0 Meets Standards	4.0 Above Standards	5.0 Greatly Exceeds Standards		
38. LEADERSHIP: Organizing, motivating and developing others to accomplish goals.		-Neglects growth/development or welfare of subordinates. -Fails to organize, creates problems for subordinates. -Does not set or achieve goals relevant to command mission and vision. -Lacks ability to cope with or tolerate stress. -Inadequate communicator. -Tolerates hazards or unsafe practices.		-Effectively stimulates growth/development in subordinates. -Organizes successfully, implementing process improvements and efficiencies. -Sets/achieves useful realistic goals that support command mission. -Performs well in stressful situations. -Clear, timely communicator. -Ensures safety of personnel and equipment.		-Inspiring motivator and trainer, subordinates reach highest level of growth and development. -Superb organizer, great foresight, develops process improvements and efficiencies. -Leadership achievements dramatically further command mission and vision. -Perseveres through the toughest challenges and inspires others. -Exceptional communicator. -Makes subordinates safety-conscious, maintains top safety record. -Constantly improves the personal and professional lives of others.		
NOB <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
39. TACTICAL PERFORMANCE: (Warfare qualified officers only) Basic and tactical employment of weapons systems.		-Has difficulty attaining qualification expected for the rank and experience. -Has difficulty in ship(s), aircraft or weapons systems employment. -Below others in knowledge and employment. -Warfare skills in specialty are below standards compared to others of same rank and experience.		-Attains qualifications as required and expected. -Capably employs ship(s), aircraft, or weapons systems. Equal to others in warfare knowledge and employment. -Warfare skills in specialty equal to others of same rank and experience.		-Fully qualified at appropriate level for rank and experience. -Innovatively employs ship(s), aircraft, or weapons systems. Well above others in warfare knowledge and employment. -Warfare skills in specialty exceed others of same rank and experience.		
NOB <input type="checkbox"/>		<input type="checkbox"/>	<input type="checkbox"/>	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>		
40. I recommend screening this individual for next career milestone(s) as follows: (maximum of two) Recommendations may be for competitive schools or duty assignments such as: SCP, Dept Head, XO, OIC, CO, Major Command, War College, PG School.					WAR COLLEGE		MAJOR STAFF	
41. COMMENTS ON PERFORMANCE: * All 1.0 marks, three 2.0 marks, and 2.0 marks in Block 34 must be specifically substantiated in comments. Comments must be verifiable. Font must be 10 or 12 Pitch (10 or 12 Point) only. Use upper and lower case.								
<p>** INNOVATIVE OFFICER WITH UNLIMITED POTENTIAL, RATED AS PROMOTABLE DUE TO PRD EXTENSION **</p> <p>-UNSURPASSED INITIATIVE. LCDR Stettner was selected to work with PMA-226, TACAIR, and Tactical Support Wing F-5 squadrons to identify current avionics and simulation shortfalls of the F-5N, develop commercial off-the-shelf solutions, and work through the acquisition process to enhance the capability of the F-5N as both an instrument certified aircraft and an adversary platform. This effort has been critical to bringing the F-5N into alignment with current FAA NEXTGEN standards while ensuring it can accurately replicate the existing air-to-air threats Fleet aircrew will face during their deployments.</p> <p>-CREATIVE PROBLEM SOLVER. As the Aviation Safety Officer, LCDR Stettner has worked closely with the F-5 Fleet Support Team to rectify deficiencies in the intake inspection procedures of the contract maintenance team. When presented with the unwieldy and expensive inspection solution from the Fleet Support Team, LCDR Stettner designed, built, and submitted to NAVAIR an inspection camera device that will save the Navy approximately 80% of the cost associated with the solutions presented by the Fleet Support Team.</p> <p>** A SEASONED ADVERSARY WITH UNLIMITED POTENTIAL! HE WILL SUCCEED AT ANY ENDEAVOR! **</p>								
Promotion Recommendation	NOB	Significant Problems	Progressing	Promotable	Must Promote	Early Promote	44. Reporting Senior Address	
42. INDIVIDUAL				X			COMMANDING OFFICER	
43. SUMMARY	<input checked="" type="checkbox"/>	0	0	2	1	1	VFC-111 P O BOX 9059 KEY WEST, FL 33040-9001	
45. Signature of Reporting Senior  Date: 12 NOV 2011					46. Signature of Individual evaluated. "I have seen this report, been apprised of my performance, and understand my right to submit a statement." I intend to submit a statement: <input type="checkbox"/> I do not intend to submit a statement. <input type="checkbox"/>			
Member Trait Average: 3.00		Summary Group Average: 3.89		"certified, copy provided" Date:				
47. Typed name, grade, command, UIC, and signature of Regular Reporting Senior on Concurrent Report								
Date:								



DEPARTMENT OF THE NAVY
COMMANDER TACTICAL SUPPORT WING
1510 CHENNAULT AVENUE 3RD FLOOR
NAVAL AIR STATION JOINT RESERVE BASE
FORT WORTH TEXAS 76127-6200

1621
Ser N01J/210
19 Nov 19

From: Commander, Tactical Support Wing
To: Commander, Navy Personnel Command (PERS-834)
Via: (1) LCDR Matthew J. Stettner, USN
(2) Commander, Tactical Support Wing
(3) Commander, Naval Air Force Reserve

Subj: REPORT OF MISCONDUCT ICO LCDR MATTHEW J. STETTNER, USN

Ref: (a) MILPERSMAN 1611-010

Encl: (1) NAVPERS 1626/7 (Report and Disposition of Offense) dtd 24 Oct 19
(2) Command Investigation dtd 12 Sep 19 w/enclosures
(3) Mast Rights Advisements dtd 29 Oct 19

1. Per reference (a), this report of misconduct in the case of LCDR Matthew J. Stettner, USN is forward for review and action. As reflected in enclosure (1), on 24 October 2019, LCDR Stettner was notified for Non-Judicial Punishment (NJP) for a violation of the Uniform Code of Military Justice (UCMJ), Article 133 (Conduct Unbecoming an Officer and a Gentleman) and Article 134 (Adultery). These charges stemmed from a command investigation contained in enclosure (2).

2. LCDR Stettner refused NJP and demanded trial by Court-Martial, reflected in enclosure (3). Charges were not preferred for court-martial.

3. I found that the preponderance of evidence substantiated allegations against LCDR Stettner. By these actions, I believe LCDR Stettner has shown a character not in keeping with the standards expected of a naval officer.

4. After fully reviewing the facts and opinions of this case, the following administrative actions are requested or recommended:

a. I request LCDR Stettner be detached for cause. His conduct both in the underlying offenses and during the investigation was substandard. LCDR Stettner's continued assignment to Fighter Squadron Composite 111 (VFC-111) distracts from its mission, has and continues to have a negative impact on the command. Reassignment within the command is not a reasonable alternative under the circumstances. My command is currently arranging no-cost TAD orders for LCDR Stettner while this process is continuing.

b. LCDR Stettner's misconduct does warrant promotion delay or removal, however, as of today's date, LCDR Stettner is not under consideration nor selected for a promotion.

FOR OFFICIAL USE ONLY - PRIVACY ACT SENSITIVE

Subj: REPORT OF MISCONDUCT ICO LCDR MATTHEW J. STETTNER, USN

c. LCDR Stettner should be directed to show cause for retention in the Naval Service. LCDR Stettner's lapse in judgement and conduct reflected poorly on himself. The impact of his misconduct calls into question his ability to lead, his ability to continue in the billet assigned, and his capacity to positively contribute to the Navy through continued service.

5. By copy hereof, LCDR Stettner is notified of his right, per reference (a), to submit his comments, within 10 days of receipt, concerning this report of misconduct, which will be included as adverse matter in his official record. LCDR Stettner is also hereby notified that those in the endorsement chain may choose to make recommendations different than those contained in this letter. His comments or declination to make a statement will be reflected in his endorsement to this letter.

6. My point of contact in this matter is the Naval Air Station, Key West, Staff Judge Advocate, LT John O. Wilson, JAGC, USN who can be reached at COM: (305) 293-2632, or email at john.o.wilson1@navy.mil.



R. A. VACCARO

REPORT AND DISPOSITION OF OFFENSE(S)
NAVPERS 1626/7

To: COMMANDER, Tactical Support Wing Date of Report: 24 October 2019
 I hereby report the following named person for the offense(s) noted.

NAME OF ACCUSED STETTNER, Matthew J.	SERIAL NO. N/A	SOCIAL SECURITY NO. XXX-XX-0803	RATE/GRADE LCDR/O-4	BR & CLASS USN/AD	DIV/DEPT VFC-111
--	--------------------------	---	-------------------------------	-----------------------------	----------------------------

PLACE OF OFFENSE(S) At or near Key West, Florida	DATE OF OFFENSE(S) Divers dates between June 2018 and June 2019
--	---

DETAILS OF OFFENSE(S) (Refer by Article of UCMJ if known. If unauthorized absence, give following info: time and date of commencement, whether over leave or liberty, time and date of apprehension or surrender and arrival on board, loss of ID card and/or liberty card, etc.):

Charge I: Violation of UCMJ (2019 ed.), Article 133: Conduct Unbecoming an Officer and a Gentleman

Specification: In that Lieutenant Command Matthew J. Stettner, U.S. Navy, Fighter Squadron Composite 111 (VFC-111), on active duty, did, at or near Key West, Florida, on divers dates between January 2019 and June 2019, used insulting or defamatory language about CDR Rory Dupont, USN his Commanding Officer, to other military persons; engage in an extra-marital affair with a woman, not his wife, and openly discussed such misconduct with members of the unit; and such conduct constituted conduct unbecoming an officer and gentleman in the armed forces.

Charge II: Violation of UCMJ (2016 ed.), Article 134: Adultery

Specification: In that Lieutenant Command Matthew J. Stettner, U.S. Navy, Fighter Squadron Composite 111 (VFC-111), a married man, on active duty, did, at or near Key West, Florida, in or about June 2018, wrongfully have sexual intercourse with Sarah Woods, a married woman, not his wife, and that said conduct was to the prejudice of good order and discipline in the armed forces and was of a nature to bring discredit upon the armed forces.

NAME OF WITNESS	RATE/GRADE	DIV/DEPT	NAME OF WITNESS	RATE/GRADE	DIV/DEPT

LNI Dameon R. Smith, USN

(Rate/Grade/Title of person submitting report)

(Signature of Accuser)

I have been informed of the nature of the accusation(s) against me. I understand I do not have to answer any questions or make any statement regarding the offense(s) of which I am accused or suspected. However, I understand any statement made or questions answered by me may be used as evidence against me in event of trial by court-martial (Article 31, UCMJ).

Witness: *(Signature)*

Acknowledged: *(Signature of Accused)*

PRE-MAST RESTRAIN	<input type="checkbox"/> PRE-TRIAL CONFINEMENT	<input type="checkbox"/> RESTRICTED: You are restricted to the limits of _____ in lieu of arrest by order of the CO. Until your status as a restricted person is terminated by the CO, you may not leave the restricted limits except with the express permission of the CO or XO. You have been informed of the times and places which you are required to muster.
	<input checked="" type="checkbox"/> NO RESTRICTION	

(Signature and title of person imposing restraint)

(Signature of Accused)

INFORMATION CONCERNING ACCUSED

CURRENT ENL. DATE N/A	EXPIRATION CURRENT ENL. DATE N/A	TOTAL ACTIVE NAVAL SERVICE 18 Yrs 6 Mons	TOTAL SERVICE ON BOARD 1 Yr, 6 Mons	EDUCATION COL	AFQT N/A	AGE 39
MARITAL STATUS Married	NO DEPENDENTS 3	CONTRIBUTION TO FAMILY OR QTRS. ALLOWANCE (Amount required by law) None	PAY PER MONTH (including sea or foreign duty pay, if any) O-4: \$11,212.00			

RECORD OF PREVIOUS OFFENSE(S) (Date type action taken etc. Non-judicial punishment incidents are to be included.)

None.

PRELIMINARY INQUIRY REPORT

From: Commanding Officer

Date:

To:

1. Transmitted herewith for preliminary inquiry and report by you, including, if appropriate in the interest of justice and discipline, the preferring of such charges as appeal to you to be sustained by expected evidence.

REMARKS OF DIVISION OFFICER (Performance of duty, etc.)

NAME OF WITNESS	RATE/GRADE	DIV/DEPT	NAME OF WITNESS	RATE/GRADE	DIV/DEPT

RECOMMENDATION AS TO DISPOSITION

☐ REFER TO COURT-MARTIAL FOR TRIAL OF ATTACHED CHARGES
(Complete Charge Sheet (DD Form 458) through Page 2)

☐ DISPOSE OF CASE AT MAST

☐ NO PUNITIVE ACTION NECESSARY OR DESIRABLE

☐ OTHER

COMMENT (Include data regarding availability of witnesses, summary of expected evidence, conflicts in evidence, if expected. Attach statements of witnesses, documentary evidence such as service record entries in UA cases, items of real evidence, etc.)

(Signature of Investigating Officer)

ACTION OF EXECUTIVE OFFICER

☐ DISMISSED

☐ REFER TO CAPTAIN'S MAST

SIGNATURE OF EXECUTIVE OFFICER

RIGHT TO DEMAND TRIAL BY COURT-MARTIAL

(Not applicable to persons attached to or embarked in a vessel)

I understand that non-judicial punishment may not be imposed on me if, before the imposition of such punishment, I demand in lieu thereof trial by court-martial. I therefore (do) (do not) demand trial by court-martial.

WITNESS

29 OCT 19

SIGNATURE OF ACCUSED

29 OCT 19

LT JOHN O. WALSON

LCOA MATT STEPHEN

ACTION OF COMMANDING OFFICER

- ☐ DISMISSED
- ☐ DISMISSED WITH WARNING (Not considered NJP)
- ☐ ADMONITION: ORAL/IN WRITING
- ☐ REPRIMAND: ORAL/IN WRITING
- ☐ REST. TO _____ FOR _____ DAYS
- ☐ REST. TO _____ FOR _____ DAYS WITH SUSP. FROM DUTY
- ☐ FORFEITURE: TO FORFEIT \$ _____ PAY PER MO. FOR _____ MO(S)

- ☐ CONF. ON _____ 1, 2, OR 3 DAYS
- ☐ CORRECTIONAL CUSTODY FOR _____ DAYS
- ☐ REDUCTION TO NEXT INFERIOR PAY GRADE
- ☐ REDUCTION TO PAY GRADE OF _____
- ☐ EXTRA DUTIES FOR _____ DAYS
- ☐ PUNISHMENT SUSPENDED FOR _____
- ☐ REFER TO ART. 32 INVESTIGATION
- ☐ RECOMMENDED FOR TRIAL BY GCM

☐ DETENTION: TO HAVE \$ _____ PAY PER MO. FOR (1, 2, 3) MO(S) DETAINED FOR _____ MO(S)

☐ AWARDED SPCM ☐ AWARDED SCM

DATE OF MAST

DATE ACCUSED INFORMED OF ABOVE ACTION

SIGNATURE OF COMMANDING OFFICER

It has been explained to me and I understand that if I feel this imposition of non-judicial punishment to be unjust or disproportionate to the offenses charged against me, I have the right to immediately appeal my conviction to the next higher authority within 5 days.

SIGNATURE OF ACCUSED

DATE

I have explained the above rights of appeal to the accused.

SIGNATURE OF WITNESS

DATE:

FINAL ADMINISTRATIVE ACTION

APPEAL SUBMITTED BY ACCUSED

DATED:

FORWARDED FOR DECISION ON:

FINAL RESULT OF APPEAL:

APPROPRIATE ENTRIES MADE IN SERVICE RECORD AND PAY ACCOUNT ADJUSTED WERE REQUIRED

DATE

(Initials)

FILED IN UNIT PUNISHMENT BOOK

DATE:

(Initials)

NAVPERS 1626/7 (Rev. 12-88) (BACK)

12 Sep 19

From: **Exemption (6)**, USN
To: Commander, Tactical Support Wing

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

Ref: (a) JAGMAN, Chapter II
(b) Uniform Code of Military Justice (UCMJ), (2016 ed.)
(c) UCMJ (2019 ed.)
(d) Field Naval Aviator Evaluation Board (FNAEB) Authority
(e) MILPERSMAN, 1611-020

Encl: (1) Appointment Order dtd 13 Aug 19
(2) Dependency data summary dtd 12 Nov 14
(3) LCDR Matthew Stettner page 2 dtd 15 Jun 14
(4) Statement by Naval Criminal Investigative Service (NCIS) Agent **Exemption (6)** dtd 19 Aug 19
(5) Statement by CDR Rory DuPont dtd 20 Aug 19
(6) Statement by CDR Matthew Meritt dtd 19 Aug 19
(7) E-mail by **Exemption (6)** dtd 22 Aug 19
(8) Statement of **Exemption (6)** dtd 19 Aug 19
(9) Interview with **Exemption (6)** dtd 20 Aug 19
(10) Statement of **Exemption (6)** dtd 19 Aug 19
(11) Interview with **Exemption (6)** dtd 20 Aug 19
(12) Interview with CDR DuPont dtd 20 Aug 19
(13) Military Protective Order (MPO) dtd 26 Nov 18
(14) Interview with CDR Meritt dtd 20 Aug 19
(15) Text messages between CDR DuPont and LCDR Stettner dtd 25 Mar 19
(16) Staff Judge Advocate (SJA) Legal opinion and birth certificate dtd 19 Aug 19
(17) Text messages between LCDR Stettner and **Exemption (6)** dtd 22 May 19
(18) Text messages between **Exemption (6)** and LCDR Stettner dtd 22 May 19
(19) MPO withdrawal dtd 14 Jun 19
(20) E-mail from SJA regarding LCDR Stettner NJP 8 Aug 19
(21) Interview with **Exemption (6)** dtd 21 Aug 19
(22) Interview with **Exemption (6)** dtd 21 Aug 19
(23) E-mail from **Exemption (6)** dtd 20 Aug 19
(24) Statement from **Exemption (6)** dtd 21 Aug 19
(25) Statement from **Exemption (6)** dtd 21 Aug 19
(26) E-mail from **Exemption (6)** dtd 24 Aug 19
(27) Article 31 Rights LCDR Stettner dtd 20 Aug 19

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

Preliminary Statement

1. Pursuant to enclosure (1) and in accordance with reference (a), a command investigation was conducted to inquire into the circumstances surrounding allegations of adultery and disrespectful comments toward Commanding Officer, Fighter Squadron Composite 111 (VFC-111).

2. All reasonably available evidence has been collected. All directives of the Convening Authority have been met. All social security numbers were obtained from official sources and not solicited from individual service members. An extension of time for the completion of the investigation was not required.

3. All documentary evidence included is certified to be either the original or a copy that is a true and accurate representation of the original document represented. Any original documents shall be retained by the Staff Judge Advocate for Naval Air Station, Key West.

4. Exemption (6) , and Exemption (6)
Exemption (6) were consulted during this investigation
and provided legal advice on issues of law or instruction.

5. The investigation was conducted upon reports of adultery, and subsequent disrespectful comments and actions made towards the VFC-111 Commanding Officer made by LCDR Stettner dating back to July 2018. LCDR Stettner is suspected of violating UCMJ Articles 89 (disrespect to a superior commissioned officer), 133 (conduct unbecoming an officer), and 134 (adultery). All findings of fact are in accordance with reference (a) and are supported by a preponderance of the evidence, i.e., more likely than not. Two previous Preliminary Investigations were conducted at VFC-111 in reference to these allegations. This investigation was to be conducted independently; therefore, content of previous investigations were not included or utilized in order to establish findings of fact, opinions, or recommendations.

6. The following personnel were contacted during this investigation. Every effort was made to gather written statements, with follow-up interviews conducted in person at NAS Key West command headquarters, if required. In some cases, contact was limited to e-mail correspondence. All relevant e-mails are included as enclosures. LCDR Matthew Stettner appeared in person, however he invoked his right to remain silent and therefore provided no statement. Michelle Stettner and Sara Woods refused to make statements or answer questions regarding this matter; they both requested never to be contacted again.

LCDR Matthew Stettner, Alleged Offender – Exemption (6)
CDR Rory DuPont, Prior VFC-111 Previous Commanding Officer (CO) – Exemption (6)
CDR Matt Meritt, VFC-111 Current Exemption (6)
Exemption (6)
Exemption (6)
Exemption (6)
Exemption (6)
Exemption (6)

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

Exemption (6)

Findings of Fact

1. From July 2018 through at May 2019 LCDR Stettner was married to Exemption (6). [Encls (2), (3)]
2. In July 2018, Exemption (6), a civilian, contacted the Key West NCIS Agent, Exemption (6), to report an on-going sexual relationship between his wife, Exemption (6), and LCDR Stettner. [Encls (4), (5), (6), (7), (8)]
3. Exemption (6) requested to Exemption (6) Exemption (6) that the command (VFC-111) take action to prevent LCDR Stettner from having further contact with Exemption (6). [Encls (4), (7)]
4. In July 2018, CDR Pearce conducted a Preliminary Investigation (PI) into the allegations of an extramarital affair between LCDR Stettner and Exemption (6). [Encls (5), (8)]
5. During interviews with CDR DuPont, Exemption (6), between July and November 2018, LCDR Stettner admitted to that he was having an affair with Exemption (6) that had resulted in her pregnancy. [Encls (5), (8), (9), (10)]
6. Between July and November 2018, LCDR Stettner informed CDR DuPont, Exemption (6) and Exemption (6) that he would cease the extramarital affair. [Encls (5), (8), (9), (10)]
7. In November 2018, Exemption (6) contacted CDR DuPont stating that LCDR Stettner had resumed relations with his wife. [Encls (5), (7), (11), (12)]
8. A MPO prohibiting contact between LCDR Stettner and Exemption (6) was issued for a period of one year beginning November 26, 2018. [Encls (5), (6), (10), (13)]
9. LCDR Matthew Stettner was aware of, and signed the MPO. [Encls (5), (12), (13)]
10. In March 2019, CDR DuPont removed LCDR Matthew Stettner from the F-5 Demonstration Team due to Operational Risk Management concerns as the impending Key West airshow coincided with the due date of Exemption (6). [Encls (5), (6), (14)]
11. On March 25, 2019, Exemption (6) gave birth to son Exemption (6). [Encls (5), (6), (14), (15)]
12. Exemption (6) is listed as the father on Exemption (6) birth certificate. [Encl (16)]

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

13. Exemption (6) denies that he is ^{Exemption (6)} biological father. [Encls (4), (5), (7)]
14. Exemption (6) believes that LCDR Stettner is ^{Exemption (6)} biological father. [Encls (4), (5), (7), (8)]
15. Between July 2018 and June 2019, LCDR Matthew Stettner made multiple independent statements to different parties indicating he believes he is the biological father of ^{Exemption (6)}. [Encls (5), (6), (7), (8), (9), (10), (14)]
16. Under Florida law, if the mother is married at the time of birth, the name of the husband shall be entered on the birth certificate as the legal father of the child, unless paternity has been determined otherwise by a court of competent jurisdiction. [Encl (16)]
17. Under Florida law, DNA tests to establish that a man other than the legal father of a child is the biological father will not be ordered unless the court determines that it is in the best interest of the child. [Encl (16)]
18. Paternity is binding on a command in determining whether the child in question is the product of a UCMJ violation. The existence of the child, without any other evidence, is legally impermissible to consider the results of an extramarital sexual contact. [Encl (16)]
19. On May 22, 2019, Exemption (6) received a text message from ^{Exemption (6)} stating, “[i]f you think that just because you’re coming back down Matt and I are going to stop talking or stop fucking then you’re crazy. Enjoyed a nice little time together yesterday with him. He’s the father of my son and I’m not going anywhere so you better get used to me.” [Encl (17)]
20. LCDR Stettner provided screen shoots of text messages and an e-mail from May 2019 between ^{Exemption (6)}s, Exemption (6), and himself, asserting that the content proves that he had no contact with ^{Exemption (6)} that was a violation of the MPO. [Encls (10), (14), (17), (18)]
21. Exemption (6) conducted second PI in May 2019 in order to investigate allegations that LCDR Stettner violated the MPO. [Encls (5), (6), (10), (11)]
22. In May and June of 2019, LCDR Stettner stated to CDR DuPont, CDR Meritt and CDR Ashlock that he had filed for divorce from Michelle Stettner on May 20, 2019. [Encls (5), (6), (10), (11), (13), (14)]
23. On June 18, 2019, the MPO, prohibiting contact between LCDR Matthew Stettner and ^{Exemption (6)}, was withdrawn due to statements made by LCDR Stettner indicating he filed for divorce from Exemption (6). [Encls (5), (6), (10), (11), (19)]
24. From July 2018 through April 2019, there was no legal separation, or divorce proceedings documentation provided to VFC-111. [Encls (5), (6), (10), (11), (12), (14)]
25. In July 2019, CDR DuPont offered Non-Judicial Punishment (NJP) to LCDR Stettner via the Key West SJA regarding the allegations of adultery. [Encl (5), (6), (20)]

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

26. On August 1, 2019, LCDR Stettner made a pre-NJP negotiation offer regarding punishments and findings; VFC-111 CO did not accept the counter offer, and deemed the counter offer as a rejection of NJP. [Encl (20)]

27. During the week of August 12, 2019, prior to the VFC-111 Change of Command, CDR DuPont conducted an all officers meeting where he briefly discussed allegations of misconduct by LCDR Stettner. [Encl (21), (22)]

28. Exemption (6) stated that “rampant rumors” regarding the allegations of misconduct against LCDR Stettner had followed the all officers meeting the week of August 12, 2019. [Encl (21)]

29. Exemption (6) stated that multiple officers had stated concerns and asked questions about the situation regarding the allegations of misconduct against LCDR Stettner. [Encl (11)]

30. Between July 2018 and August 2019, the allegations of misconduct have resulted in two separate preliminary investigations and three human factors boards. [Encls (5), (6), (8), (9), (10), (11), (13), (23)]

31. CDR DuPont, Exemption (6), CDR Meritt, and Exemption (6), estimate that between 80 and 200 hours of command man power have been utilized in the adjudication of the allegations of misconduct against LCDR Stettner. [Encls (5), (9), (11), (12)]

32. During the period of July 2018 through August 2019, CDR DuPont had multiple meetings, conversations and interactions with LCDR Stettner of both a professional and personal nature in order to discuss the handling of the misconduct allegations. [Encls (5), (6), (12)]

33. LCDR Matthew Stettner made separate statements to CDR Meritt and Exemption (6) that he could, “bury the Skipper” and he could “burn this place to the ground” in reference to the investigations and complaints. [Encls (6), (10), (14)]

34. On April 19, 2019, Exemption (6) heard LCDR Stettner state, “the CO had no right to do what he had done” in reference to an aircraft maintenance decision that CDR DuPont had made. [Encl (24)]

35. In April 2019, LCDR Stettner stated to Exemption (6) that he was frustrated with his demotion from the Maintenance Officer position and felt that this was retribution for his alleged misconduct. He referred to CDR DuPont as vengeful, arrogant and untrustworthy. [Encl (10)]

36. LCDR Stettner stated to Exemption (6) that he would file a Naval Inspector General (IG) complaint against VFC-111 if any action was taken in conjunction with his misconduct. [Encls (5), (10)]

37. Exemption (6) stated that LCDR Stettner would not follow proper chain of command with some maintenance decisions and that there were occasions where LCDR Stettner would not report items appropriately to the Commanding Officer. [Encls (25), (26)]

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

38. CDR DuPont stated that three separate officers had provided secondhand accounts regarding disrespectful actions by LCDR Stettner, “Exemption (6)” pertaining to my treatment of his infidelity case, **Exemption (6)** regarding intentional policy changes/decisions with outside entities without me present, and **Exemption (6)** regarding multiple deviations of policy and routing for normal business. [Encl (12)]

39. CDR DuPont and CDR Meritt did not directly witness any notable disrespectful statements or actions by LCDR Stettner. [Encls (12), (14)]

40. Two department heads interviewed, **Exemption (6)**, could not recall any instance where they observed LCDR Stettner had displayed disrespect towards the Commanding Officer. [Encls 21, 22]

41. In reference to ^{Exemption (6)}, LCDR Stettner stated to CDR Meritt that, “you can’t prove it is my kid”. [Encl (14)]

Opinions

1. While married to **Exemption (6)**, LCDR Stettner did knowingly engage in genital to genital sexual intercourse with ^{Exemption (6)}, who was not his spouse. This meets the Elements 1 and 2 of UCMJ Article 134 (Adultery) under reference (b). [FF (1), (2), (3), (5), (6), (7), (15), (19), (20), (24)]

2. Due to the statutes governing legal fathers in the state of Florida, the birth certificate is not necessarily indicative of the biological paternity of the child. Additionally, the biological paternity of the a child does not in any way preclude ^{Exemption (6)} birth certificate lists ^{Exemption (6)} as the father is not relevant in this matter. [FF (11), (12), (13), (14), (15), (16), (17), (18)]

3. LCDR Matthew Stettner’s actions have brought discredit upon the armed forces in that it became public knowledge to ^{Exemption (6)} that a Naval Officer engaged in an extramarital affair, of a sexual nature, with his wife, with perceived little to no action by the service. This misconduct caused significant harm to ^{Exemption (6)} with lasting implications. This meets Element 3 of UCMJ Article 134 (Adultery) under reference (b). [FF (2), (3), (7)]

4. LCDR Matthew Stettner’s misconduct and subsequent behavior was to the prejudice of good order and discipline at VFC-111. It was a distraction to mission completion by taking a significant amount of leadership’s time throughout the numerous meetings, investigations, and human factors boards in order to adjudicate. It has directly handicapped the squadron’s operational effectiveness by affecting pilot readiness. It has undermined the authority of the Commanding Officer and degraded the chain of command. Finally, it has divided the ready room and created mistrust throughout the command and contracted maintenance support personnel. This meets Element 3 of UCMJ Article 134 (Adultery) under reference (b). [FF (4), (6), (7), (8), (9), (10), (21), (23), (24), (25), (26), (27), (28), (29), (30), (31), (32), (33)]

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

5. LCDR Stettner has shown disrespect to the leadership of VFC-111 through comments and actions directed toward CDR DuPont, Commanding Officer. He has questioned CDR DuPont's decision-making, policies, and actions to squadron officers and to civilian contractors. He has made direct statements to senior officers, in reference to his misconduct, that he would "bury the Skipper" and "burn this place to the ground" with investigations and complaints if any punitive action was taken because of his misconduct. Although these actions are significant, they do not meet the threshold to pursue a violation of UCMJ Article 89 (disrespect to a superior commissioned officer). Specifically, as stipulated in reference (a), although not essential that the disrespectful behavior be in the presence of the superior, ordinarily "one should not be held accountable under UCMJ Article 89 for what was said or done in a purely private conversation." See Article 89, explanation 2(c). During the investigation, no witness had knowledge of any disrespectful comment or action made directly in the presence of leadership at VFC-111. Furthermore, neither CDR DuPont, CDR Merrit, nor Exemption (6) indicated that they felt there were any significant disrespectful actions or comments made by LCDR Stettner. [FF (33), (34), (35), (36), (37), (38), (39), (40)]

6. LCDR Stettner has demonstrated a lack of integrity in his inability to take accountability for his misconduct. He committed the act of adultery and continued the relationship despite stating that he would cease. He has attempted to manipulate personal relationships that he had with senior officers in order to influence what course of action the command would take regarding the adjudication of his misconduct. He has intentionally mislead the investigation through dishonest comments such as, "you can't prove it's my kid". His actions while in an official capacity were dishonoring to himself as an officer. This constitutes a violation of Elements 1 and 2 UCMJ Article 133 (Conduct Unbecoming an Officer and a Gentleman) under reference (b). [FF (2), (3), (5), (6), (7), (15), (19), (20), (33), (34), (41)]

Recommendations

1. Article 15 proceedings for LCDR Matthew Stettner for charges of Article 134 (adultery) under reference (b).
2. Article 15 proceedings for LCDR Matthew Stettner for charges of Article 133 (conduct unbecoming an officer and a gentleman) under reference (c).
3. Convene a FNAEB pursuant to reference (d), for LCDR Stettner in order to evaluate the performance, potential, and motivation for continued service. Specifically, the board should evaluate his lack of honesty and integrity as the demonstrated poor behavior that is the cause of the convening of the FNAEB.
4. LCDR Matthew Stettner be detached for cause from VFC-111 for reason of misconduct under reference (e).

Exemption (6)



DEPARTMENT OF THE NAVY
COMMANDER TACTICAL SUPPORT WING
1510 CHENNAULT AVENUE 3RD FLOOR
NAVAL AIR STATION JOINT RESERVE BASE
FORT WORTH TEXAS 76127-6200

5830
Ser N00/123
13 Aug 19

From: Commander, Tactical Support Wing
To: Exemption (6), USN

Subj: COMMAND INVESTIGATION INTO ALLEGATIONS OF ADULTERY AND
DISRESPECT BY LCDR MATTHEW J. STETTNER, USN

Ref: (a) JAGMAN, Chapter II

1. This appoints you, per reference (a), to inquire into the facts and circumstances surrounding allegations of adultery and disrespect towards VFC-111 leadership committed by LCDR Matthew J. Stettner beginning in July 2018 and continuing to the present.
2. Investigate the aforementioned allegations, and recommend appropriate administrative or disciplinary action. Report your findings of fact, opinions, and recommendations in letter form by 13 September 2019, unless an extension of time is granted. If you have not previously done so, read Chapter II of reference (a) in its entirety before beginning your investigation.
3. You may seek legal advice from CDR Lori Conlon, JAGC, USN, via email at: loriann.conlon@navy.mil, or via telephone at: (619) 545-2783, during the course of your investigation.


R. A. VACCARO

APPLICATION FOR IDENTIFICATION CARD/DEERS ENROLLMENT										OMB No. 0704-0415 OMB approval expires Jan 31, 2017	
Please read Agency Disclosure Notice, Privacy Act Statement, and Instructions prior to completing this form.											
SECTION I - SPONSOR/EMPLOYEE INFORMATION											
1. NAME (Last, First, Middle) STETTNER, MATTHEW J				2. GENDER M		3. SSN OR DOD ID NO. DoD#1141901229		4. STATUS RES		5. ORGANIZATION USN	
6. PAY GRADE O4		7. GEN CAT IV		8. CITIZENSHIP USA		9. DATE OF BIRTH (YYYYMMDD) 1979NOV04		10. PLACE OF BIRTH			
11. CURRENT HOME ADDRESS 518 AIRPORT DR S						12. CITY SUMMRLND KEY		13. STATE FL		14. ZIP CODE 33042-4422	
15. COUNTRY USA				16. PRIMARY E-MAIL ADDRESS <input checked="" type="checkbox"/> Permission to use for benefits notifications mstettner01@yahoo.com		17. TELEPHONE NUMBER (Include Area Code/DSN) (757)576-0159		18. CITY OF DUTY LOCATION		19. STATE OF DUTY LOCATION	
20. COUNTRY OF DUTY LOCATION											
SECTION II - SPONSOR/EMPLOYEE DECLARATION AND REMARKS											
21. REMARKS (Cite legal documentation, as applicable) FOR INFORMATION PURPOSES ONLY. LT WILSON (JAG) Verified by DEERS, Report of casualty.										NOTARY SIGNATURE AND SEAL	
I certify the information provided in connection with the eligibility requirements of this form is true and accurate to the best of my knowledge. (If not signed in the presence of the authorizing/verifying official, the signature must be notarized.)											
22. SPONSOR/EMPLOYEE SIGNATURE								23. DATE SIGNED (YYYYMMDD)			
SECTION III - AUTHORIZED BY											
24. SPONSORING OFFICE NAME								25. CONTRACT NUMBER			
26. SPONSORING OFFICE ADDRESS (Street, City, State, ZIP Code)						27. SPONSORING OFFICE TELEPHONE NUMBER (Include Area Code/DSN)		28. OFFICE EMAIL ADDRESS		29. OVERSEAS ASSIGNMENT (Country)	
30. OVERSEAS ASSIGNMENT BEGIN DATE (YYYYMMDD)			31. OVERSEAS ASSIGNMENT END DATE (YYYYMMDD)			32. ELIGIBILITY EFFECTIVE DATE (YYYYMMDD)			33. ELIGIBILITY EXPIRATION DATE (YYYYMMDD)		
I certify the individual identified above, based on personal knowledge and available documentation, is in a status eligible for and requires an identification card in the performance of their duties with the DoD or Uniformed Services.											
34. SPONSORING OFFICIAL NAME (Last, First, Middle)						35. UNIT/ORGANIZATION NAME					
36. TITLE				37. PAY GRADE		38. SIGNATURE				39. DATE VERIFIED (YYYYMMDD)	
SECTION IV - VERIFIED BY											
40. VERIFYING OFFICIAL NAME (Last, First, Middle Initial) COPELAND, TANIA LASHAE				41. SITE IDENTIFICATION 102112		42. TELEPHONE NUMBER (Include Area Code/DSN) 305 293-3778		43. SIGNATURE			
SECTION V - DEPENDENT INFORMATION (Attach additional pages if necessary)											
A 44. NAME (Last, First, Middle) STETTNER, AIDEN C				45. GENDER M		46. DATE OF BIRTH (YYYYMMDD) 2014JUN15		47. RELATIONSHIP CH		48. SSN OR DOD ID NO. DoD#1502087580	
49. CURRENT HOME ADDRESS 518 AIRPORT DR S						50. PRIMARY E-MAIL ADDRESS <input type="checkbox"/> Permission to use for benefits notifications (18 and above) mstettner04@yahoo.com		51. TELEPHONE NUMBER (Include Area Code/DSN) (757)667-8458			
52. CITY SUMMRLND KEY		53. STATE FL		54. ZIP CODE 33042-4422		55. COUNTRY USA		56. ELIGIBILITY EFFECTIVE DATE (YYYYMMDD) 2015MAY28		57. ELIGIBILITY EXPIRATION DATE (YYYYMMDD) 2023JUN11	
B 58. NAME (Last, First, Middle) STETTNER, MICHELLE R				59. GENDER F		60. DATE OF BIRTH (YYYYMMDD) 1978OCT21		61. RELATIONSHIP SP		62. SSN OR DOD ID NO. DoD#1276297844	
63. CURRENT HOME ADDRESS 518 AIRPORT DR S						64. PRIMARY E-MAIL ADDRESS <input checked="" type="checkbox"/> Permission to use for benefits notifications (18 and above) mstettner04@yahoo.com		65. TELEPHONE NUMBER (Include Area Code/DSN) (757)667-8458			
66. CITY SUMMERLAND KEY		67. STATE FL		68. ZIP CODE 33042-4422		69. COUNTRY USA		70. ELIGIBILITY EFFECTIVE DATE (YYYYMMDD) 2015MAY28		71. ELIGIBILITY EXPIRATION DATE (YYYYMMDD) 2023JUN11	
SECTION VI - RECEIPT											
Receipt of new card is acknowledged.											
72. SIGNATURE								73. DATE ISSUED (YYYYMMDD)			

Department of Defense List of Acceptable Identity Documents

Applicants are required to provide two forms of identity source documents in original form. The identity source documents must be bound to that applicant and shall be neither expired nor cancelled. If the two identity source documents bear different names, evidence of a formal name change must be provided.

Primary Identity Source Document

- U.S. Passport or a U.S. Passport Card;
- Permanent Resident Card or an Alien Registration Receipt Card (Form 1-551);
- Foreign passport;
- Employment Authorization Document that contains a photograph (Form 1-766);
- Driver's license or an identification (I D) card issued by a state or possession of the United States provided it contains a photograph;
- U.S. Military ID card;
- U.S. Military dependent's ID card; or
- Personal Identity Verification (PIV) Card.

Secondary Identity Source Document

The secondary identity source document may be from the list above, but cannot be of the same type as the primary identity source document.¹

- U.S. Social Security Card issued by the Social Security Administration;
- Original or certified copy of a birth certificate issued by a state, county, municipal authority, possession, or outlying possession of the United States bearing an official seal;
- ID card issued by a federal, state, or local government agency or entity, provided it contains a photograph;
- Voter's registration card;
- U.S. Coast Guard Merchant Mariner Card;
- Certificate of U.S. Citizenship (Form N-560 or N-561);
- Certificate of Naturalization (Form N-550 or N-570);
- U.S. Citizen ID Card (Form 1-197);
- Identification Card for Use of Resident Citizen in the United States (Form 1-179);
- Certification of Birth Abroad or Certification of Report of Birth issued by the Department of State (Form FS-545 or Form DS-1350);
- Temporary Resident Card (Form 1-688);
- Employment Authorization Card (Form I-688A);
- Reentry Permit (Form 1-327);
- Refugee Travel Document (Form 1-571);
- Employment authorization document issued by Department of Homeland Security (DHS);
- Employment Authorization Document issued by DHS with photograph (Form 1-6888);
- Driver's license issued by a Canadian government entity; or
- Native American tribal document.

¹ For example, if the primary source document is a foreign passport (e.g., Italy), the secondary source document should not be another foreign passport (e.g., France).

DEPENDENCY APPLICATION/RECORD OF EMERGENCY DATA

MEMBER INFORMATION

SSN: 486-90-0803 NAME: STETTNER, MATTHEW JAMES
RANK/RATE: LCDR BR/CL: USN UIC: 09251 RELIGION: CR
SHIP OR STATION: TRAWING 1 MERID INITIAL/CHANGE: C
EFFECTIVE DATE: 10/31/2014 TOTAL NUMBER OF DEPENDENTS: 2
PREVIOUSLY MARRIED: NO MARRIAGE DISSOLVED BY:
DISSOLVED ON: PLACE DISSOLVED:
SEX: M

SPOUSE INFORMATION

NAME: STETTNER, MICHELLE KLOBE DEPENDENT: YES
DATE OF BIRTH: 10/21/1978 CITIZENSHIP: US RELATIONSHIP: SPOUSE
DATE MARRIED: 07/17/2004 PLACE OF MARRIAGE: ST LOUIS, MO
ADDRESS: 396 LONGWOOD DRIVE
 MERIDIAN, MS 39305
PREVIOUSLY MARRIED: NO MARRIAGE DISSOLVED BY:
DISSOLVED ON: PLACE DISSOLVED:
MEMBER OF UNIFORMED SERVICES: NO DUTY AFFILIATION:
BRANCH: COMPONENT:
SEX: F

SPOUSE NEXT OF KIN

NAME: KLOBE, PAUL RELATIONSHIP: FATHER
ADDRESS: 48 GEORGETOWN DR
 OFALLON, MO 63366

FATHER INFORMATION

NAME: STETTNER, RAYMOND T DEPENDENT: NO SUPPORT: N/A
ADDRESS: 506 FOREST ACRES DR
 O'FALLON, MO 63366

MOTHER INFORMATION

NAME: STETTNER, BARBARA KAY LASTER DEPENDENT: NO SUPPORT: N/A
ADDRESS: 506 FOREST ACRES DR
 O'FALLON, MO 63366

OTHER PERSON, NOT ALREADY NAMED TO BE NOTIFIED OF PERSONAL CASUALTY

NAME: NONE RELATIONSHIP
ADDRESS:

SSN: 486-90-0803

NAME: STETTNER, MATTHEW JAMES

CHILD AND/OR DEPENDENT INFORMATION

NAME: STETTNER, AIDEN CHARLES EDWARD

DEPENDENT: YES SUPPORT: N/A

DOB: 06/15/2014

RELATIONSHIP: SON

ADDRESS: 396 LONGWOOD DRIVE

MERIDIAN, MS 39305

NAME OF CUSTODIAN OTHER THAN CLAIMANT: NOT APPLICABLE

BENEFICIARY(IES) FOR UNPAID PAY AND ALLOWANCES

NAME: STETTNER, MICHELLE KLOBE

RELATIONSHIP: SPOUSE

ADDRESS: 396 LONGWOOD DRIVE

MERIDIAN, MS 39305

PERCENTAGE: 100%

PERSON(S) TO RECEIVE ALLOTMENT IF IN A MISSING STATUS, SUBJECT TO SECNAV DETERMINATION

NAME: STETTNER, MICHELLE KLOBE

RELATIONSHIP: SPOUSE

ADDRESS: 396 LONGWOOD DRIVE

MERIDIAN, MS 39305

PERCENTAGE: 80%

BENEFICIARY(IES) FOR GRATUITY PAY

NAME: STETTNER, MICHELLE KLOBE

RELATIONSHIP: Spouse

ADDRESS: 396 LONGWOOD DRIVE

MERIDIAN, MS 39305

PERCENTAGE: 100%

LIFE INSURANCE INFORMATION

COMPANY: NONE

POLICY NUMBER:

ADDRESS:

LOCATION OF WILL

ADDRESS: NONE

LOCATION OF OTHER VALUABLE PAPERS

ADDRESS: NONE

PNOK (Name - Relationship - Phone - Address)

STETTNER, MICHELLE KLOBE, Spouse, 757-667-8458, 757-667-8458, 396 LONGWOOD DRIVE
, MERIDIAN, MS, 39305

SSN: 486-90-0803

NAME: STETTNER, MATTHEW JAMES

SNOK (Name - Relationship - Phone - Address)

STETTNER, RAYMOND T, Father, 314-324-7297, 314-324-7297, 506 FOREST ACRES DR
, O'FALLON, MO, 63366

IS BENEFICIARY DESIGNATION OF SGLI ON FILE? YES

DESIGNATION DATE: 07/29/2008

REMARKS

PADD: STETTNER, MICHELLE KLOBE
ADDRESS: 396 LONGWOOD DRIVE
MERIDIAN, MS 39305
Phone: 757-667-8458

RELATIONSHIP: Spouse

NAVPERS 1070/602 UPDATED FOR ANNUAL VERIFICATION. NO PAY CHANGES
EFFECTED/REQUIRED. ADDED CHILD WHO IS HAS BEEN ADOPTED AND THE BABY'S NAME WAS
LEGALLY CHANGED TO AIDEN CHARLES EDWARD STETTNER IN THE ADOPTION IN THE FINAL
DECREE OF ADOPTION PAPERWORK ON 31OCT2014. FINAL DECREE OF ADOPTION SIGHTED BY:

K. HANSEN ON 12 NOV 2014

//UPDATED BY: K. HANSEN 12 NOV 2014

IT IS MY RESPONSIBILITY TO NOTIFY MY NAVY PERSONNEL OFFICE/SHIP'S OFFICE OR
PSD/CSD OF ANY CHANGES TO MY STATUS THAT WOULD NECESSITATE THE CREATION OF A
NEW NAVPERS 1070/602 OR IN MY ASSIGNMENT TO QUARTERS THAT MAY AFFECT MY BAH
ENTITLEMENTS THAT MAY RESULT IN AN OVER/UNDER PAYMENT.

CERTIFICATION: I HAVE REVIEWED THE DATA ON THIS FORM AND CERTIFY THAT IT IS
CORRECT. I UNDERSTAND THAT ANY CHANGE IN MY FAMILY MEMBER STATUS MUST BE
REPORTED AS A CHANGE TO THE DEFENSE ENROLLMENT ELIGIBILITY REPORTING SYSTEM
(DEERS) WITHIN 60 DAYS. THIS INCLUDES SERVICE MEMBERS IN A JOINT SERVICE
MARRIAGE (MILITARY MARRIED TO MILITARY), EVEN THOUGH EACH SPOUSE IS ALREADY
ENROLLED IN DEERS IN HIS OR HER OWN RIGHT AS A MILITARY MEMBER.

SIGNATURE OF DESIGNATOR:  WITNESSED: _____

MATTHEW JAMES STETTNER

T. E. SHERMAN, GS-7

DATE: 12 NOV 14

TITLE: SUPV, HUMRESASST (MIL)

Official NSIPS/ESR form printed this date 12-NOV-2014

NAVPERS 1070/602 (REV 08-2010)

Page: 3 of 3

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE



MEMBER DATA SUMMARY

MEMBER INFORMATION

Br/Cls	: USNR	Rank/Rate	: LCDR
PEBD	: 05/25/2001	ADSD	: 05/25/2001
ACBD	: 05/25/2001	SSED	:
Pay Grade	: O04	Special Prog. Ind	: FTS Officer
Off/Enl	: Officer	Designator	: 1317
PNEC	:	Primary AQD	: DB0
SNEC	:	Enlisted Designator	: Not Qualified for any Desig

SECURITY

Eligibility	: Top Secret - SCI Eligible	Investigation Date	: 09/02/2011
Investigation Type	: Single Scope Backgrnd Inv	Clearance Date	: 09/14/2011
Security Clearance	: Top Secret - SCI Eligible	Agency	:

CURRENT ASSIGNMENT

UIC	: 52923 VFC 111
Report Date	: 05/31/2018
PRD	: 05/01/2021
Sea Shore Code	: Shore Duty
Homeport	: Shore Duty
ACC	: 100 FORDU - Permanent Assignment for Duty
SDCD/SHDCD	:
BSC	: 4050

PERSONAL INFORMATION

Sex	: Male
DOB	: 11/04/1979 Age : 39 Yrs
Marital Status	: Married
Citizenship	: U.S. Citizen by Birth
Race	: White(E)
Ethnic Group	: Other - Group Not on List
Religion	: Roman Catholic Church
HOR - City	:
HOR - State	: MO Country : US Zip:

DEPENDENTS INFORMATION

No. of Depn.	: 2
Primary	: Spouse and 1 Child
Secondary	: No dependent parents
Arrival Date	:
On Station Nbr	: 0 Command Sponsored
Fmly Care Plan	:
Res. In Hsehold	: 0

EDUCATION

Education Certif	: Baccalaureate or 1st Prof Degree		
Education Years	: 0		
ASVAB Test ID	:		
AFQT Score	: 0		
GS/GI: 0	NO/AR: 0	MC : 0	AI : 0
AR/NO: 0	CS/SP: 0	EI/GS: 0	SONAR: 0
WK/AD: 0	AS/MK: 0	VE/SI: 0	RADAR: 0
PC/WK: 0	MK/EI: 0	DLAB : 127	ETST : 0

NAME (Last, First Middle)

STETTNER, MATTHEW JAMES

SOCIAL SECURITY NUMBER

486-90-0803

BRANCH AND CLASS

32

The data contained herein is protected by the Privacy Act of 1974. All measures required to protect this information should be taken.
Official NSIPS/ESR Form printed this date: 06/12/2019



MEMBER DATA SUMMARY

UNIVERSITY DATA

College Name	Degree Attained	Major	Months Attended	Last Yr Attended
USNA	Baccalaureate or 1ST Prof	Aeronautical Engineer	0	2001

SERVICE SCHOOLS

Course Code	Course Title	Course Length	Completion Date
752C	REFR SURV TRNG EJ SEAT R1/RP	2 Days	10/05/2016
06L6	F-5 PILOT CAT 2 TRANS LVL I	26 Days	07/24/2015
01E8	DEPART HEAD LEADERSHIP COURSE	5 Days	05/15/2015
00R8	AVIATION SAFETY OFFICER	31 Days	04/30/2015
06LJ	T-45C COMB FLT INSTR TRNG	60 Days	11/20/2012
08YM	CASUALTY ASSIST CALLS OFFICE	1 Days	10/23/2012
752C	REFR SURV TRNG EJ SEAT R1/RP	2 Days	09/25/2012
01R3	USN IND AUG WARRIOR SKILLS T	23 Days	07/14/2011
752C	REFR SURV TRNG EJ SEAT R1/RP	2 Days	03/02/2010
6508	T-45C TS STRIKE IUT	89 Days	11/17/2008
752C	R1 / RP1	2 Days	02/02/2006
0376	LEG OFFICER	30 Days	06/24/2005
509Z	SHIPBD AIRCRAFT FIRE FIGHTIN	1 Days	11/03/2004
827R	SHBD ACFF	1 Days	11/03/2004
2553	SERE	12 Days	09/24/2004
2246	CENTRIFUGE-BASED FLT ENV TRN	1 Days	09/09/2004
2246	CFET (NP-5)	1 Days	09/09/2004
237A	DIV OFF CAPSTONE	5 Days	08/20/2004
237A	DIVISION OFFICER CAPSTONE	5 Days	08/20/2004
6166	T-45C ADV STRIKE	239 Days	07/19/2004
6166	T-45C ADV STRIKE FLT TRN CUR	239 Days	07/19/2004
867R	INTRM STRK&ADV E2/C2 PILOT T	158 Days	08/15/2003
867R	INTRMDTE STRIKE	158 Days	08/15/2003
6200	JNT SPEC UNDERGRADUATE PIL T	124 Days	09/03/2002
6200	UNDERGRAD PILOT TRAINING T-3	124 Days	09/03/2002
718B	ADV CONT TRN AIRCREW TAC JET	2 Days	03/19/2002
718B	NAWSTP N6	2 Days	03/19/2002
0698	PREFLIGHT	43 Days	03/15/2002
718A	NAV AVIA WATER SURVIVAL PGM	3 Days	03/11/2002
718A	NAWSTP N-1 SNFO	3 Days	03/11/2002
719R	APT INDOC BASIC	3 Days	03/07/2002
719R	BASIC AEROSPACE PHYSIO INDOC	3 Days	03/07/2002
930R	LAND SURVIVAL SCHOOL	1 Days	03/04/2002
930R	LSS	1 Days	03/04/2002
2411	ANTI-TERRORISM TRAIN OFF(ATT	3 Days	08/24/2001
4661	ANTI-TERRORISM TRAIN OFF(ATT	2 Days	08/23/2001
4663	ANTI-TERRORISM OFFICER (ATO)	5 Days	08/23/2001

SERVICE COLLEGE

College Cd Jr/Sr	Brd. Selected Jr/Sr	Yr Elig Jr/Sr	Status Cd Jr/Sr	Program Code
------------------	---------------------	---------------	-----------------	--------------

PERSONNEL QUALIFICATION STANDARDS

Station#	Title	Completion Date
----------	-------	-----------------

FOREIGN LANGUAGE PROFICIENCY

Foreign Language : ENGLISH
Proficiency Source : ENGLISH

NAME (Last, First Middle)	SOCIAL SECURITY NUMBER	BRANCH AND CLASS
STETTNER, MATTHEW JAMES	486-90-0803	32

The data contained herein is protected by the Privacy Act of 1974. All measures required to protect this information should be taken.
Official NSIPS/ESR Form printed this date: 06/12/2019



MEMBER DATA SUMMARY

Evaluation Method : Self-Appraisal
 Evaluation Date : 05/01/2015
 Listening
 Speaking

Reading
 Writing

CONTRACT INFORMATION

CED :	Soft EAOS :
EAOS :	Soft EREN :
EREN :	ELC/D :
ENCORE CREO Dt :	FORMAN Appr Dt :

NEC HISTORY

NEC	Effective Date	Grade Limit	Priority
-----	----------------	-------------	----------

WARFARE QUALIFICATIONS HISTORY

Designator	Effective Date	Platform	Qual/Revoke
------------	----------------	----------	-------------

DESIGNATOR HISTORY

Designator	Effective Date
1310	05/01/2015
1315	06/01/2006
1395	07/01/2004

SUBSPECIALTY HISTORY

Subspecialty
5500E

BSC HISTORY

BSC	BSC Date	UIC
04050	05/18/2015	52923
99990	05/10/2015	39635
99990	03/30/2015	39960
30020	09/26/2012	09251
30020	09/07/2012	09251
11778	06/22/2011	4060A
04110	06/24/2005	09281
99990	06/06/2005	30252

AQD HISTORY

AQD	Effective Date
2D1	01/01/2015
DG5	01/01/2010
DG1	01/01/2010
DB6	01/01/2008
DA7	01/01/2008
DA5	01/01/2005
DB5	01/01/2004
VS2	01/01/2001

ADDITIONAL DUTY BSC HISTORY

ADDU BSC	Report Date	Detach Date	UIC
----------	-------------	-------------	-----

PREVIOUS MILITARY SERVICE

Service Branch :
 Service Branch 2 :
 Service Branch 3 :
 Service From Date :
 Service High Gr/Rank :
 Service Months : 0

PROMOTION HISTORY

NAME (Last, First Middle)	SOCIAL SECURITY NUMBER	BRANCH AND CLASS
STETTNER, MATTHEW JAMES	486-90-0803	32

The data contained herein is protected by the Privacy Act of 1974. All measures required to protect this information should be taken.
 Official NSIPS/ESR Form printed this date: 06/12/2019



MEMBER DATA SUMMARY

Rank/Rate	Grade	Rank Date	Rate Change Authority	TIR Date	Rate Chg Type
ENS	O01	05/25/2001			
LTJG	O02	05/25/2003			
LT	O03	06/01/2005			
LCDR	O04	09/01/2011			

SPOT Promotion Grd	:		DOR-SPOT Promotion	:	
Permanent Grd	:	O04	Promotion Status	:	Failed Selection
Promotion Stat FY1	:	7	Promotion Stat FY2	:	8
Promotion Stat FY2	:	8	Promotion Stat FY3	:	0
Precedence Grp	:	TAR Officers	Precedence Yr Grp	:	010
Precedence No.	:	03697550	Prec. No.- Inactive	:	34645575
Cmd Screen Results	:			:	

NAME (Last, First Middle)
STETTNER, MATTHEW JAMES

SOCIAL SECURITY NUMBER
486-90-0803

BRANCH AND CLASS
32

The data contained herein is protected by the Privacy Act of 1974. All measures required to protect this information should be taken.
Official NSIPS/ESR Form printed this date: 06/12/2019

DEPENDENCY APPLICATION/RECORD OF EMERGENCY DATA

MEMBER INFORMATION

SSN: 486-90-0803 NAME: STETTNER, MATTHEW JAMES
RANK/RATE: LCDR BR/CL: USNR UIC: 52923 RELIGION: CR
SHIP OR STATION: VFC 111 INITIAL/CHANGE: C
EFFECTIVE DATE: 06/15/2014 TOTAL NUMBER OF DEPENDENTS: 2
PREVIOUSLY MARRIED: NO MARRIAGE DISSOLVED BY:
DISSOLVED ON: PLACE DISSOLVED:
SEX: M

SPOUSE INFORMATION

NAME: STETTNER, MICHELLE KLOBE DEPENDENT: YES
DATE OF BIRTH: 10/21/1978 CITIZENSHIP: US RELATIONSHIP: SPOUSE
DATE MARRIED: 07/17/2004 PLACE OF MARRIAGE: ST LOUIS, MO
ADDRESS: 518 AIRPORT DRIVE S.
 SUMMERLAND KEY, FL 33042
PREVIOUSLY MARRIED: NO MARRIAGE DISSOLVED BY:
DISSOLVED ON: PLACE DISSOLVED:
MEMBER OF UNIFORMED SERVICES: NO DUTY AFFILIATION:
BRANCH: COMPONENT:
SEX: F

SPOUSE NEXT OF KIN

NAME: KLOBE, PAUL RELATIONSHIP: FATHER
ADDRESS: 48 GEORGETOWN DR
 OFALLON, MO 63366

FATHER INFORMATION

NAME: STETTNER, RAYMOND T DEPENDENT: NO SUPPORT: N/A
ADDRESS: 506 FOREST ACRES DR
 O'FALLON, MO 63366

MOTHER INFORMATION

NAME: STETTNER, BARBARA KAY LASTER DEPENDENT: NO SUPPORT: N/A
ADDRESS: 506 FOREST ACRES DR
 O'FALLON, MO 63366

OTHER PERSON, NOT ALREADY NAMED TO BE NOTIFIED OF PERSONAL CASUALTY

NAME: NONE RELATIONSHIP
ADDRESS:

SSN: 486-90-0803 **NAME:** STETTNER, MATTHEW JAMES

CHILD AND/OR DEPENDENT INFORMATION

NAME:	STETTNER, AIDEN CHARLES EDWARD	DEPENDENT:	YES	SUPPORT:	N/A
DOB:	06/15/2014	RELATIONSHIP:	SON		
ADDRESS:	518 AIRPORT DRIVE S. SUMMERLAND KEY, FL 33042				
NAME OF CUSTODIAN OTHER THAN CLAIMANT: NOT APPLICABLE					

BENEFICIARY(IES) FOR UNPAID PAY AND ALLOWANCES

NAME:	STETTNER, MICHELLE KLOBE	RELATIONSHIP:	SPOUSE
ADDRESS:	518 AIRPORT DRIVE S. SUMMERLAND KEY, FL 33042	PERCENTAGE:	100%

PERSON(S) TO RECEIVE ALLOTMENT IF IN A MISSING STATUS, SUBJECT TO SECNAV DETERMINATION

NAME:	STETTNER, MICHELLE KLOBE	RELATIONSHIP:	SPOUSE
ADDRESS:	518 AIRPORT DRIVE S. SUMMERLAND KEY, FL 33042	PERCENTAGE:	80%

BENEFICIARY(IES) FOR GRATUITY PAY

NAME:	STETTNER, MICHELLE KLOBE	RELATIONSHIP:	Spouse
ADDRESS:	518 AIRPORT DRIVE S. SUMMERLAND KEY, FL 33042	PERCENTAGE:	100%

LIFE INSURANCE INFORMATION

COMPANY:	NONE	POLICY NUMBER:	
ADDRESS:			

LOCATION OF WILL

ADDRESS: NONE

LOCATION OF OTHER VALUABLE PAPERS

ADDRESS: NONE

PNOK (Name - Relationship - Phone - Address)

STETTNER, MICHELLE KLOBE, Spouse, 757-667-8458, 757-667-8458
, 518 AIRPORT DRIVE S., SUMMERLAND KEY, FL, 33042

NAME: STETTNER, MATTHEW JAMES

SNOK (Name - Relationship - Phone - Address)

STETTNER, RAYMOND T, Father, 314-324-7297, 314-324-7297, 506 FOREST ACRES DR
 , O'FALLON, MO, 63366

IS BENEFICIARY DESIGNATION OF SGLI ON FILE? YES DESIGNATION DATE: 05/05/2015

REMARKS

PADD: STETTNER, MICHELLE KLOBE RELATIONSHIP: Spouse
ADDRESS: 518 AIRPORT DRIVE S.
SUMMERLAND KEY, FL 33042
Phone: 757-667-8458

NAVPER 1070/602 UPDATED TO CHANGE ADDRESS INFORMATION FOR DEPENDENTS. PER COMNAVPERSCOM MSG 170949Z NOV 14, MEMBER ENTITLED TO BAH AT DEPENDENT LOCATION IN THE VICINITY OF KEY WEST FLORIDA UNTIL MEMBER REPORTS FOR DUTY IN THE KEY WEST, FL AREA FOR PERMANENT CHANGE OF STATION.

BAH WITH DEPENDENTS CHANGED TO ZIP CODE 33042 EFFECTIVE 16DEC2104.

UPDATED BY MR. GREEN, GS-5 ON 29DEC2014.

IT IS MY RESPONSIBILITY TO NOTIFY MY NAVY PERSONNEL OFFICE/SHIP'S OFFICE OR CSD/PSD IF THERE IS A CHANGE IN MY ASSIGNMENT TO QUARTERS THAT MAY AFFECT MY BAH ENTITLEMENTS THAT MAY RESULT IN AN OVER/UNDER PAYMENT.

CERTIFICATION: I HAVE REVIEWED THE DATA ON THIS FORM AND CERTIFY THAT IT IS CORRECT. I UNDERSTAND THAT ANY CHANGE IN MY FAMILY MEMBER STATUS MUST BE REPORTED AS A CHANGE TO THE DEFENSE ENROLLMENT ELIGIBILITY REPORTING SYSTEM (DEERS) WITHIN 60 DAYS. THIS INCLUDES SERVICE MEMBERS IN A JOINT SERVICE MARRIAGE (MILITARY MARRIED TO MILITARY), EVEN THOUGH EACH SPOUSE IS ALREADY ENROLLED IN DEERS IN HIS OR HER OWN RIGHT AS A MILITARY MEMBER.

SIGNATURE OF DESIGNATOR: MATTHEW JAMES STETTNER WITNESSED: UNOFFICIAL SELF SERVICE COPY

DATE :

TITLE:

Official NSIPS/ESR form printed this date 21-AUG-2019

NAVPERS 1070/602 (REV 08-2010)

Page: 3 of 3

FOR OFFICIAL USE ONLY - PRIVACY SENSITIVE

**DEPARTMENT OF THE NAVY
VOLUNTARY STATEMENT**

1. PLACE

NCISRU KEY WEST, FL

2. DATE

19 Aug 2019

I, Exemption (6)

, make the following

free and voluntary statement to Exemption (6)

whom I know to be Command Investigator

I make this statement of my own free will and without any threats or promises extended to me. I fully understand that this statement is given concerning my knowledge of

an alleged adulterous affair between LCDR Matthew J. STETTNER, USN, Fighter Squadron Composite One Eleven (VFC 111) and Exemption (6)

Earlier this year, 2019, or late last year, 2018, I was telephonically contacted by Exemption (6) and advised that his wife, Exemption (6), CIV, and LCDR Matthew J. STETTNER, USN, were involved in an adulterous affair and he wanted to advise STETTNER's command. Exemption (6) opined his desire for command to "take some kind of action" to prevent STETTNER from continuing to see his wife. Exemption (6) noted he and his wife, Sarah, lived on Big Pine Key, FL and were friends with both Matthew STETTNER and his wife, NFI, for several months prior to this event becoming known to himself. Exemption (6) explained that STETTNER and Exemption (6) became involved in an adulterous affair and they conceived a child together. Exemption (6) adamantly denied the child was his as he and Exemption (6) had not been sexually intimate for an extended period of time, during which they were physically separated. According to Exemption (6) the situation was well known between both couples and initially, he and his wife were still trying to remain married, attempting to work through their issues and he believed the STETTNER's were trying to do the same. With time it became clear to Exemption (6) that Exemption (6); and Matthew STETTNER had continued their adulterous affair and attempted to hide the truth from both their perspective spouses. I advised Exemption (6) that the crime of adultery was not normally investigated by NCIS, as it is not a felony violation. However, I advised Exemption (6) I would speak with the Executive Officer for STETTNER's command and Exemption (6) voiced his appreciation for those efforts.

Later that day I spoke telephonically with CDR Matt MERRITT, USN, Executive Officer, VFC 111 and described to him what information Exemption (6) had provided me. I left the matter in MERRITT's hands for action as he deemed appropriate. Following the brief with MERRITT, I provided a brief to Exemption (6) for his situational awareness.

On or about 01 Aug 19, Exemption (6) asked if I could obtain a copy of the birth certificate for Exemption (6) and STETTNER's child. I contacted the Bureau of Vital Statistics in Key West, FL, and was able to obtain a copy of the birth certificate for Exemption (6) Woods. The certificate identified the mother as Exemption (6) and the father as Exemption (6), CIV. Birth certificate was turned over to Exemption (6) for future use as he deemed appropriate.

I have had no direct contact/conversations with either Exemption (6) or STETTNER, regarding this or any other matter.

Exemption (6)

July 2018: CDR Meritt received a message Exemption (6) was attempting to gain access to base to discuss LCDR Stettner's ongoing affair with his wife with either CDR Meritt or myself. Roughly the same time, local NCIS Agent advised he was contacted by an Army CIS agent, friend of Exemption (6), who was assisting him in bringing this behavior to the attention of the command. Exemption (6) was directed to conduct a Preliminary Inquiry.

July-Aug 2018: Upon receiving Exemption (6) P.I., I interviewed LCDR Stettner who admitted to the affair, but stated he and his wife Exemption (6) were resolved to repair their marriage, as would Exemption (6)

. He added, he had recently learned Exemption (6) was pregnant. I asked him if a paternity test was done, he replied "no need, I'm the father". When I asked how he knew, he stated Exemption (6) had not slept with each other in two years and there was no question in his mind who the father was. I asked him, if they were now resolved to end the affair and return/repair their respective marriages, what were their intentions for the child? He stated they were not going to terminate it, and would work out an arrangement to care for it moving forward. A possible course of action mentioned by LCDR Stettner was Exemption (6) raising the child as his own and him [Matt Stettner] not being part of its life.

I consulted Exemption (6) regarding options and relative risks of each. Based on the above statements from LCDR Stettner, his forthcoming/honest answers to the P.I. and my questions, the lack of continued pursuit by Exemption (6) to contact the command, and the stated course of action from both parties to return to their marriages and peacefully work out a care plan for the child, I elected to take the compassionate route with the aforementioned UCMJ violation by foregoing NJP and monitor the situation for the present time.

Nov 2018: The command duty phone received a call from Exemption (6) looking to speak with me. I called him back and we had nearly a 40 minute phone conversation. In this conversation, Exemption (6) stated that Matt Stettner had once again started having relations with his wife. Exemption (6) emotional state and temperament were fairly erratic during this conversation, cycling from stating he was a patriot that supported what LCDR Stettner does, and that he would not physically try to harm him being a Christian man, to taking what lengths necessary to protect his family, including reporting this affair to the media if this was the sort of behavior the USN tolerated in their officers. Exemption (6) told me he knew Exemption (6) loved him and felt he could make his marriage work with her if he could only keep Matt Stettner from pursuing her. He asked what I would do to prevent him from continuing the affair. I told him it is a UCMJ violation and even if the initial violation was not prosecuted to the extent of the law, it still could be and any additional instances would be. We discussed the possibility of adding to this an explicit order prohibiting LCDR Stettner from any contact with Exemption (6) outside what is needed to get the child the healthcare it needed and sort out a care plan moving forward. Exemption (6) stated this would allay his concerns that the USN is sweeping this under the rug. He further stated it would align with his intent to keep LCDR Stettner away from his house, the daughter he shared with Exemption (6) (8 yrs old) ensure any contact Matt had with Exemption (6) moving forward would be limited to care and feeding of the child they shared.

I then spoke with LCDR Stettner. He admitted to continuing the affair with Exemption (6). He indicated that they couldn't resist each other. He had a fairly low opinion of Exemption (6) at this point and was visibly annoyed that he reported his observations to me directly. I shared with Mr. Stettner the concerns Exemption (6) presented the USN as a whole with going to the press should they continue to have relations, and that good order and discipline in the command would become an issue, as the precedent I

used to justify the initial application of compassion in his case would no longer apply, as that was an E-7 that did honor his promise to cease the illicit affair and return to their respective marriages. I told him I could not accommodate a continued affair and UCMJ violation. His response was that he could not resist himself around her, and also explained that this shouldn't be in the UCMJ with all the other promiscuity that is permitted. I identified with his confusion, but reiterated that it is still in the UCMJ and I am charged to uphold it. He stated he did not want to go to NJP as the likely outcome would be a punitive letter which could affect his future employability after he retired. He stated he understood the gravity of the situation and the sincerity I held toward upholding the UCMJ, even in the case of this violation which he felt was minor. He re-affirmed he would stay away from Exemption (6) expect for what was required to plan and care for their expected child, furthermore would continue to rebuild his marriage with Exemption (6) and move on from this.

Sensitive to his concerns of affecting his future employability, I consulted Exemption (6) again for options that would both insulate the command and USN from threats of negative P.R. from a perception the violation was swept under the rug, while also minimize long term affects to Mr. Stettner's career and future careers that a punitive letter would potentially bring. We discussed (at length) several options. The NJP options really only drove to one outcome that would address the violation, given there was clear proof of the affair in the unborn child (i.e., NPLOCs or other temporary actions from a formal NJP process would appear as the USN avoiding recognition of the act or set a precedence of preferential treatment of officers, should a similar case pop-up on the enlisted side of the house). I discussed the use of an MPO or no contact order with Exemption (6), as a way of formally recognizing the infraction, assuring it did not continue and clearly state the command's standpoint on it, and comfort Exemption (6) to the extent he would not pursue the command for not addressing the extra-marital affair. Exemption (6) advised this would be an option but incur additional risk for the command and myself as the CO.

After some consideration, I issued the MPO barring LCDR Stettner from any contact with Exemption (6) without permission from me, which was stated as that contact necessary to coordinate the health and welfare of their child Exemption (6). This was done for two reasons: 1) to prevent conflict I was told to expect between LCDR Stettner and Exemption (6) should he continue to pursue relations with Exemption (6), 2) to allay Josh Woods concerns that LCDR Stettner would continue said relations with his wife with implicit consent from LCDR Stettner's command, as well as to satisfy the agreement Exemption (6) and I made to that affect [prove the command would not tolerate initial and continued violations of the UCMJ (art. 134, extra-marital affair, good order & discipline and conduct unbecoming an officer)]. By doing so, Exemption (6) indicated to me his concerns of LCDR Stettner not being held accountable for his actions would then be unfounded and thus he would not be obliged to take his case to the media or pursue some form of personal justice in the matter.

- All normal contact between Matt Stettner and the Exemption (6) would be logged via a shared document on a cloud share site where the CO could view the recent history of contact as required, saving LCDR Stettner the trouble of informing / requesting each instance of contact that fell in line with guidance (platonic only, and to the cause of supporting their child). LCDR Stettner was directed to immediately inform me if non-normal contact, non-platonic or an aggravated engagement with Exemption (6) occurred.

Dec 18 – April 19: Multiple times throughout the Winter and Spring of 2019 I took Matt Stettner out to lunch, met with him in my office and spoke on the phone, each time first as his CO and then as a friend to get an update on the status of the expected child and his marriage. The intent was to ensure the command was doing all it could to assist him through this difficult time (made worse by a drawn out hurricane damage home repair) and give him an opportunity to discuss changes or events that I needed to be informed of. During each of these engagements, I made it a point to remind him if it came out that he was actively having an affair with Exemption (6) again, friendship and personal history aside, I would have to leverage the full extent of NJP (“give him both barrels” was the term I used). Both to insulate the Navy from the impending P.R. concerns from Exemption (6) and to ensure good order and discipline in the command.

Monday, March 25th 2019: LCDR Stettner announced the birth of his son (via text message).

As time went on, he began to indicate that he and Exemption (6) were not doing well, and that he was considering divorce and remarrying Exemption (6). I reminded him that should he decide to divorce Exemption (6) to later marry Exemption (6), until BOTH divorces are officially filed and legal separation attained, he UCMJ still prevents he and Exemption (6) from dating romantically. He struggled for some time with which woman to choose. For the health of both families (being in limbo while he struggled with his choice on wives), and as a friend, I encouraged him to make a choice one way or another. During this time, my wife, as COW and a friend to Exemption (6) as well, was serving as a sounding board to support her struggles to rebuild their marriage. Later, Exemption (6) made it increasingly evident that he was moving toward divorce. My wife, Exemption (6), was up to this point reaching out to a friend working through marital problems, but now becoming increasingly apparent this marriage would be ending, I asked her to step away from those discussions with Exemption (6).

May 18th: Exemption (6), who had been in Meridian, MS for an extended period repairing their home there, was preparing to return to Key West. Exemption (6) forwarded correspondence from Exemption (6) to my wife that explicitly stated she was still having relations with Exemption (6) and that she bore his son. I directed Exemption (6) to conduct a P.I. to determine if this correspondence was legitimate and if there was further evidence of an ongoing affair between Exemption (6) and Matt Stettner.

Exemption (6) interviewed LCDR Stettner and Exemption (6). Both corroborated a story that Exemption (6) lied about the ongoing affair in an attempt to scare Exemption (6) away from Matt. Exemption (6) would not provide a statement or speak with Exemption (6). With no further evidence of an affair, the P.I. was closed.

I met with LCDR Stettner and repeated again that any further evidence of an affair would be adjudicated via NJP. We discussed the mental state of Exemption (6) to have sent such a brutal message to Exemption (6), which they both acknowledged as coming from Exemption (6). I asked him again if he had made his choice. He told me he had filed for divorce that Monday and has decided to pursue a relationship with Exemption (6).

Thursday May 30th: Exemption (6) stated to Exemption (6) that Matt was mad at her for sharing the correspondence from Exemption (6). My wife did not respond other than to offer her condolences and prayers. I did not perceive a palatable concern for Exemption (6) safety at that time, so remained out of the issue.

Based on the spiraling situation in both households and the statement from LCDR Stettner that he had filed for divorce and ^{Exemption (6)} was in process of her divorce as well, the assessed mental state of ^{Exemption (6)} (referring to the note she sent ^{Exemption (6)} and the fact that she was raising her and Matt's son on her own sharing a house with ^{Exemption (6)} whom she was divorcing), I began exploring alternatives to the MPO to put in place when a legal separation on both sides would allow ^{Exemption (6)} and Matt to date.

After discussing with ^{Exemption (6)} and now bringing in the base **Exemption (6)**, we agreed the MPO was not the proper vehicle at this point, and with the change in marital status and intentions of LCDR Stettner, the P.R. threat from ^{Exemption (6)} [when he would eventually observe his wife resume relations with LCDR Stettner, now legally], and the good order and discipline concerns that would surface [when it became clear this was not merely a poor decision made and corrected by a service-member, but rather a change in marital partners that was not consistent with the UCMJ], NJP would be the only prudent way to respond.

Referring back to LCDR Stettner's original reluctance to face NJP for this last Fall, and purely out of deference for him, wanting the most expedient and least impactful NJP process and outcome, that would also sufficiently insulate the command from the PR and good order and discipline concerns, my focus then became to find a way to accomplish just that with the help of **Exemption (6)**.

June 2019: Presuming a forthcoming announcement of legal separation on both sides, I rescinded MPO which barred LCDR Stettner from any contact with ^{Exemption (6)} without permission from CO. Again, this was based on statements made from LCDR Stettner in May that he had filed for divorce and moving toward a legal separation, and she was in the "process of filing for divorce", followed presumably by securing a legal separation from ^{Exemption (6)} which would permit them, per the UCMJ, to date. Additionally I based the timing of this decision on the assessed degrading state of mind ^{Exemption (6)} was in, provided her and LCDR Stettner's response to the May P.I. was truthful and she was merely attempting to be hurtful to **Exemption (6)**. When I explained this to him, he was notably, understandably relieved. I then explained to him we were now left with no other options to protect the command but to move forward with NJP. To my surprise, he quickly stated that's what he wanted. I asked him why he changed his mind from the previous Fall, was he no longer concerned about a letter interfering with his ability to get a job in government post retirement? He said he was not interested in that, his plans were to go to the airlines and that he would just explain the letter to the hiring board as falling in love with someone other than his wife, getting a divorce and remarrying the woman he had an affair with. With that, I then contacted ^{Exemption (6)} and asked him to draw up the necessary paperwork for an expeditious NJP process to close out this case.

14 June 2019: MPO removal paperwork filed, copy presented to member.

June 2019: I was informed of the following by ^{Exemption (6)}, which did not change my course of action on this case, but did affect my posture with LCDR Stettner -so as to further minimize contact:

^{Exemption (6)} met with LCDR Stettner to review and sign NJP paperwork. Mr. Stettner expressed concern for the BOI process. ^{Exemption (6)} explained to him that we verified through ^{Exemption (6)} as well as the ^{Exemption (6)} that processes these cases a PERS, that if the NJP results are accompanied by a compelling letter from the CO stating the one off nature of the offense and the need for the Navy to retain this officer [which I had offered to provide] he would have little to worry wrt a potential BOI (ADSEP) board. LCDR Stettner wanted a guarantee in writing. ^{Exemption (6)} could not provide such a guarantee. LCDR Stettner

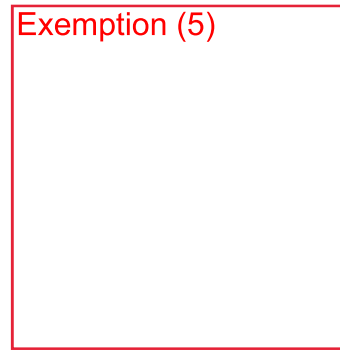
then refuses to sign the agreed upon statement and asks to consult defense counsel. ^{Exemption (6)}
recommends one to him. LCDR Stettner elects to work with a different counsel, ^{Exemption (6)}, a reservist
and civilian attorney in Key West.

July 2019: CDR Meritt informs me of a private meeting he had with LCDR Stettner. Again, no change in
NJP course of action was made from what was relayed to me from this meeting, but I ceased all
communications with LCDR Stettner after hearing of this and began routing all discussion through ^{Exem}

In this meeting, LCDR Stettner imparts to CDR Meritt he cannot trust me and 'has enough to
bury me, but doesn't want to'. He proposes an alternate COA to NJP from me by delaying the
proceedings until after the change of command, where CDR Meritt would pick up the case and 'make it
go away'. CDR Meritt said he would not do that, and asked what he thinks will be the outcome of this, if
he attempts to reject or contest, given there is living proof of the infidelity. LCDR Stettner's reply was he
is not on the birth certificate, nor is ^{Exemption (6)} listed on his Page Two. → based on this testimony from CDR
Meritt, I re-engaged with ^{Exemption (6)} and ^{Exemption (6)} for how to proceed and whether I should respond
to these and other instances of collusion and calumny from LCDR Stettner in his efforts to discredit me
via claims of reprisal and retaliation to establish I could not be an unbiased adjudicator of NJP for him.
Their recommendations were to cease all communication with LCDR Stettner directly, and consider
delaying NJP until after the Change of Command.

My response to CDR Meritt, **Exemption (6)** was to welcome any and all
investigations they felt necessary. The testimony from CDR Meritt was concrete evidence to me LCDR
Stettner was engaging in calumny and detraction in an attempt to intimidate me out of continuing with
his NJP. Having nothing to hide, and though not willing to dive into a slander/counter-slander argument
in front of the Ready Room with LCDR Stettner, I preferred the idea of an official, outside investigation
to nullify false claims he was making about me. Outside of an attempt to manipulate NJP proceedings
on the art. 134, I honestly could not comprehend why he would be twisting the truth and fabricating
outright lies about the pure-intentioned efforts I had made on his behalf over the past year. To be quite
frank, I was a little in shock and a bit shaken by the polar change in regard and starkness of
misrepresentation of past events coming from him. I did not think he would be capable of something
like this. At this point, I began exploring options to move the investigation outside the command, both
for the sake of perception (having an uncontestable adjudication in terms of bias) and for the efficiency
of the process (to preclude additional attempts at misdirection and derision from LCDR Stettner), given
the tactic we were starting to see from him of bullying and intimidation.

Late July, Early Aug: ^{Exemption (6)} relays the following narrative to CDR Meritt and I after ^{Exemption (6)} and
LCDR Stettner's last meeting: ^{Exemption (6)} restates the original plan, to which LCDR Stettner states he
'could burn the command to the ground', but does not want to, then attempts to counter-offer NJP,
stating he will accept a NPLOC. Upon hearing this from ^{Exemption (6)}, and several meetings with CDR Meritt
and the soon to be **Exemption (6)**, we conclude LCDR Stettner has rejected NJP. I report this to my
Exemption (6). ^{Exemption (6)} and I discuss the way forward which involved TSW staff conducting a
full investigation, to ensure LCDR Stettner receives an impartial assessment and ultimate NJP process, if
deemed appropriate after the C.I., as well as to conduct whatever additional investigations he saw fit.



PRIVACY ACT STATEMENT FORM

DATA REQUIRED BY THE PRIVACY ACT OF 1974

AUTHORITY: The solicitation of personal information in conjunction with this investigation is authorized under Title 10 U.S.C. § 3012.

PURPOSE: The purpose for collecting this information is to obtain facts and make recommendations to assist the Commander in determining what action to take with regard to:

**FACTS AND CIRCUMSTANCES SURROUNDING COMMAND INVESTIGATION
INTO ALLEGATIONS OF ADULTERY AND DISRESPECT BY LCDR MATTHEW J.
STETTNER, USN**

ROUTINE USES: Information obtained during the conduct of this investigation will be used to document relevant facts regarding the incident concerned. It will be used to determine the cause(s) leading to the incident, establish individual responsibilities, and make recommendations for corrective actions and/or appropriate administrative actions. Any information you provide may be disclosed to members of the Department of Defense who have a need for it in the performance of their duties.

DISCLOSURE MANDATORY OR VOLUNTARY AND THE EFFECT OF NOT PROVIDING INFORMATION:

The private information you furnish is voluntary. There will be no adverse effect on you for not furnishing private information other than that certain facts or information might not be otherwise available to the Commander for his decision.

The other information you furnish is mandatory. Failure to provide the requested information could result in disciplinary or other adverse action against you under Article 134, UCMJ.

NON-DISCLOSURE ORDER: You are directed by the investigating officer, **CDR Ryan J. McLaughlin, USN**, not to discuss or disclose this ongoing investigation with any other individual other than legal counsel, a chaplain, or the investigating officer.

ACKNOWLEDGEMENT:

I, **Exemption (6)**, _____, having been advised of the above provisions of the Privacy Act, agree to provide information concerning the incident described above.

Exemption (6)

Witness: _____

19 AUG 2019
Date

Exemption (6)

Date

**DEPARTMENT OF THE NAVY
VOLUNTARY STATEMENT**

1. PLACE

NAS Key West

2. DATE

19 Aug 2019

Exemption (6)

I, _____, make the following
free and voluntary statement to Exemption (6)
whom I know to be Command Investigator

I make this statement of my own free will and without any threats or promises extended to me. I fully understand that this statement is given concerning my knowledge of

• In early 2018, local **Exemption (6)** contacted VFC-111 concerning an alleged relationship between LCDR Matthew Stettner and a civilian woman.

Exemption (6) explained that a local **Exemption (6)**, called him and wanted some resolution to an alleged affair with his current wife **Exemption (6)** and LCDR Matt Stettner.

• LCDR Matt Stettner was married to **Exemption (6)**, his current wife, and they have a son.

• 26 NOV 2018 - After discussion with **Exemption (6)** and **Exemption (6)** A Military Protection Order (MPO) issued by CDR Rory Dupont, LCDR Stettner's Commanding Officer, stating that he was to not to have contact with **Exemption (6)** unless it was to care for the new born child.

• In March, 2019 LCDR Stettner was removed from the F-5 Demonstration team for ORM. The team was scheduled to perform at the Key West Airshow, which coincided with the due date of his child with **Exemption (6)**

• On or about 25 MAR 2019 - **Exemption (6)** had the child

• On or about 25 MAY 2019 - **Exemption (6)** sent a very disturbing text to **Exemption (6)** that claimed LCDR Stettner and **Exemption (6)** were continuing their relationship and violating the MPO.

• 29 MAY 2019 - **Exemption (6)** conducted a Preliminary Investigation into the alleged MPO violation but only found that **Exemption (6)** was lonely and wanted to make **Exemption (6)** feel bad. No evidence of the alleged MPO violation was discovered. No action taken.

• Early JUN 2019 - CDR DuPont informed me that LCDR Stettner was filing for divorce from his current wife, **Exemption (6)**

• Mid JUN 2019 - MPO was removed

• 07 JUL 2019 - NJP was pursued from the Commanding Officer with assistance from **Exemption (6)**

• 30 Jul 2019 - LCDR Stettner claimed that he had material that could "bury the Skipper, but did not want to do that to him or the command." This discussion took place in my office. LCDR Stettner and I were discussing CDR DuPont's goal of NJP, alternatives to NJP, and what my thoughts were on dealing with this issue after the CoC scheduled for 17 Aug 2019.

• 01 AUG 2019 - NJP was declined by LCDR Stettner.

• 02 AUG 2019 - CO, XO, and **Exemption (6)** met in CDR DuPont's Office to discuss the best path forward in regards to LCDR Stettner and options moving forward.

• I have no firsthand knowledge of LCDR Stettner committing adultery. All knowledge was passed via NCIS agent and VFC-111 Commanding Officer and command investigations.

• LCDR Stettner did not discuss with or admit anything to me that would be considered adultery.

Exemption (5)

Exemption (5)

Exemption (5)

DEPARTMENT OF THE NAVY VOLUNTARY STATEMENT	1. PLACE NAS Key West, Boca Chica, SelRes Rm.
	2. DATE <div style="text-align: right;">19 AUG 19</div>

I, Exemption (6), make the following free and voluntary statement to Exemption (6) whom I know to be Command Investigator.

I make this statement of my own free will and without any threats or promises extended to me. I fully understand that this statement is given concerning my knowledge of

...LCDR Matthew Stettner and the alleged adultery with a civilian spouse. In July 2018, I was appointed as the Preliminary Inquiry Officer (PIO) due to the circumstances surrounding a phone call made from a civilian male to his local NCIS Office.

LCDR Stettner and his wife, ^{Exemption (6)} have been experiencing marital strife due to the stress of Hurricane Irma and subsequent significant damage to their house located on Summerland Key, FL. They have been living in various domiciles since September of 2017, while LCDR Stettner works as a Department Head in VFC-111, and Michelle works as an editor in the nursing field.

Exemption (6) with his wife ^{Exemption (6)}, contacted his friend, Exemption (6) about his wife's alleged intimate relationship with LCDR Matthew Stettner, a Full-Time Support (FTS) Officer in VFC-111. Exemption (6) contacted the NCIS office in Jacksonville, FL, which in turn contacted the local NCIS office at NAS Key West, FL. Special agent Exemption (6) from NAS Key West contacted the executive office of VFC-111.

After conducting interviews with ^{Exemption (6)} and LCDR Stettner, I was able to compile a findings-of-fact pertaining to the ^{Exemption (6)} and Stettner's relationship. Exemption (6) have been married for an undetermined time, and have also been experiencing marital strife for "at least a year." Their young daughter is a friend of the Stettner's son. Over the past year, LCDR Stettner and Exemption (6) have increasingly spent more time together, and the two started a sexual relationship over a year ago.

In the Summer of 2018, ^{Exemption (6)} became pregnant, and though a paternity test had not been conducted, LCDR Stettner was confident when interviewed that he is the biological father. Though ^{Exemption (6)} had planned to move to Tennessee to "let things cool off eventually", she recently moved there with the Stettner's son. A phone call was conducted with ^{Exemption (6)} where he stated that he "didn't want this to hurt Matt's career," and he desired for LCDR Stettner not to contact him and for his daughter to "never be at Matt's house." ^{Exemption (6)} understands that his wife is "complicit" in her relationship with LCDR Stettner and that she intended to give birth to the child.

Exemption (6)

19 AUG 19

INTERVIEW WITH [Exemption (6)] 20 AUGUST 2019 IN THE COMMAND HEADQUARTERS AT NAS
KEY WEST AT 0830

Did you personally, witness LCDR Stettner acknowledge that the child Sara had was his? Yes. He mentioned it once during the PI conducted in August 2018.

How do you know that LCDR Stettner was confident that he was the biological father? I asked him if he was sure that the child was his and he said, "yes", he was positive it was his.

How do you know that LCDR Stettner and [Exemption (6)] a sexual relationship over a year ago? During the same interview he stated that the relationship started early 2018.

Has he ever denied the relationship to you? No

Did you conduct the phone call with [Exemption (6)] with quotes "not hurting career" and issues with daughter? Yes. So you heard that first hand? Yes.

Did you perceive any of LCDR Stettner's actions were disrespectful to VFC-111 leadership? I would say initially, No. His subsequent actions yes. Can you be specific? His decision to continue the affair after being order to cease and desist. He never made any disparaging statements.

How much time have you spent on this issue to date? 20 hours.

How about the rest of the squadron's time? If you consider lost sleep, phone calls and meetings, easily more than a 150 hours.

What has the impact of this been on the Command? Nothing up until last Friday, other than a lot of time lost. What about after Friday? A lot of SELRES became concerned with the amount of time spent on this. Former CO had gotten everyone together on Friday to discuss what was going on. Touched on about 10% of the details. Most SELRES don't see him as an ally to the squadron.

Do you believe this has affected the good order and discipline at the command? No, not in the short term.

What about in consideration of how much time it has taken? Yes, it has wasted precious time resources over the last year.

Do you know the status of LCDR Stettner and [Exemption (6)] marriage currently? Don't know official status but I believe they are living apart. You have an idea of when that started? I think about a year ago. I think she had moved to Tennessee.

Any other personnel that I should contact regarding this matter? I can't think of anyone else.

Exemption (6) 20 AUG 19

**DEPARTMENT OF THE NAVY
VOLUNTARY STATEMENT**

1. PLACE

NAVAL AIR STATION, KEY WEST

2. DATE

19 Aug 2019

I, Exemption (6), make the following

free and voluntary statement to Exemption (6)

whom I know to be COMMAND INVESTIGATOR

I make this statement of my own free will and without any threats or promises extended to me. I fully understand that this statement is given concerning my knowledge of

Do you have any firsthand knowledge of LCDR Stettner committing adultery as defined by the UCMJ (genital to genital sexual intercourse constitutes adultery) between July 2018 and present? If so, provide details and any evidence to substantiate (text messages, e-mails, transcript of any discussions, etc.).

On 22MAY19, after being assigned as PI to investigate the possible breaking of the MPO issued from CDR DuPont to LCDR Stettner prohibiting his contact with Exemption (6) when interviewed, LCDR Stettner on numerous times referred to Exemption (6) son as "our son" Exemption (6). When asked if Exemption (6) is, in fact, his son, LCDR Stettner nodded his head in the affirmative and stated, "without a doubt, Sarah and her husband have not had sex in quite some time". At this time, as PI, I assumed LCDR Stettner to be the father of Exemption (6) son, however, I did not ask for a birth-certificate or other form of proof as I felt it not only obvious (since he said, "our"), but outside the scope of my charge. Exemption (6); sent an email (or text, I cannot remember which - CDR DuPont has a copy) to Exemption (6) stating she has been having sex with LCDR Stettner after the issuance of the MPO and that she was ready to fight for him - Although both LCDR Stettner and Exemption (6) said this email (or text) was written from a "crazy jealous" rage and meant only to upset Exemption (6), without direct proof, this is the only reference to sexual intercourse I have exposed. LCDR Stettner did not file for divorce from Exemption (6) until 20MAY19.

Did LCDR Stettner admit or discuss with you any contact that would be considered adultery as defined by the UCMJ between July 2018 and present? If so, provide details and any evidence to substantiate (text messages, e-mails, etc.).

The only reference that has been made was during my interview with him with respect to the breaking of the MPO issued by CDR DuPont. Assuming the minor child, Exemption (6) to be his, I did not speak with him about sexual congress between himself and Mrs. Woods as I assumed that is what led to Exemption (6) being born. I was concerned with his interaction with Exemption (6) from Exemption (6) 26NOV18, the date of the MPO. Mrs. Woods sent an email (or text, I cannot remember which - CDR DuPont has a copy) to Exemption (6) stating she has been having sex with LCDR Stettner after the issuance of the MPO and that she was ready to fight for him - Although both LCDR Stettner and Mrs. Woods said this email (or text) was written from a "crazy jealous" rage and meant only to upset Exemption (6) without direct proof, this is the only reference to sexual intercourse I have exposed. LCDR Stettner did not file for divorce from Exemption (6) until 20MAY19.

Do you have any firsthand knowledge of LCDR Stettner committing any actions or making statements, that could be construed as disrespectful to VFC-111 leadership. If so, provide details and any evidence to substantiate (text messages, e-mails, transcript of any discussions, ect.).

In April of this year (2019), LCDR Stettner discussed his frustration at being, in his words, "demoted from Maintenance Officer to ASO (Aviation Safety Officer)". He felt this was retribution for his relationship with Exemption (6), the resultant child, Exemption (6) and divorce from his wife Exemption (6) LCDR Stettner felt Exemption (6) was influencing CDR DuPont against him as Exemption (6) and Exemption (6) were close friends. With obvious frustration visible in his mannerisms and expressions, he said he could, "bring an IG to the command and bury Moneyshot (CDR Dupont)" and "burn this place to the ground", the latter of which I assume he did not mean literally, but figuratively by any investigation he were to bring to the command. He, many times, referred to CDR DuPont as vengeful, arrogant and untrustworthy.

Exemption (6)

20 Aug 19

INTERVIEW WITH Exemption (6) ON 20 AUGUST 2019 IN THE COMMAND HEADQUARTERS AT NAS KEY WEST AT 0810

Did you personally, witness LCDR Stettner acknowledge that the child Exemption (6) was his? Yes, by use of the phrase, "our son" – said in training briefing room on 22May2019

Knowledge of when the sexual relationship started? No

You said in your statement you couldn't prove LCDR Stettner broke the MPO, did you think he broke the MPO? Yes, I think he did but I couldn't prove it.

Did you perceive any of LCDR Stettner's actions were disrespectful to VFC-111 leadership? I don't know, he was pissed, was not Officer like, but not necessarily disrespectful. He is defending himself.

How much time have you spent on this issue to date? 20 hours +.

How about the rest of the squadron's time? Hundreds and hundreds of hours.

Do you believe this has affected the good order and discipline at the command? Absolutely. I have had over a dozen officers' approach me to discuss this.

Anything specific that they were approaching you to discuss? If I were to bundle all of their comments together, they didn't trust him, they didn't want to fly with him and he is a cancer.

Do you know the status of SE and Exemption (6) marriage currently? The divorce was filed 20th of May 2019, which was 2 days before he was interviewed on earlier PI.

Any other personnel that I should contact regarding this matter? Exemption (6) might be a fishing buddy. He lives near Exemption (6) who might know him more personally.

What about Exemption (6)? I don't know that he is really close to him. I would say that Exemption (6) would be closer if you are looking for another FTS.

Anything else? No

Exemption (6)

20 AUG 19

INTERVIEW WITH Exemption (6) ON 21 AUGUST 2019 IN THE COMMAND HEADQUARTERS AT NAS
KEY WEST AT 0700

How many times has LCDR Stettner admitted to you that he was having an extramarital affair with ^{Exemption (6)} Exemption (6) 2 times, first right after it was reported and then after ^{Exemption (6)} Exemption (6) called in November. His attitude when admitting it the second time was that he could not help seeing her.

How many times have you talked to ^{Exemption (6)} Exemption (6) about this matter? Once. And that was the call he made to the Ready Room in November? Correct.

Did you witness LCDR Stettner sign a Military Protective Order stipulating no contact with ^{Exemption (6)} Exemption (6)? Yes, in my office. ^{Exemption (6)} Exemption (6) drafted it.

Is there any doubt in your mind that he understood the MPO? No. We met regularly to discuss.

Do you think he violated the MPO? I have no evidence to support it, I couldn't say.

Can you provide a copy of the MPO removal paperwork? Yes, it is dated June 14th, I will get it to you.

Did you consider interviewing anyone else for the PI looking into MPO violations? I did, we tried some neighbors but no luck.

Has he ever denied the relationship to you? He has denied contact in violation of the MPO but never has denied the initial relationship.

Was it your call to remove him from the F-5 Demonstration Team? Yes. He had a lot of human factors going on. His response was that he was going to remove himself.

Did you perceive any of LCDR Stettner's actions were disrespectful to VFC-111 leadership? Nothing directly of notable concern. Multiple secondhand accounts have been brought up to me over several months. ^{Exemption (6)} Exemption (6) pertaining to my treatment of his infidelity case, ^{Exemption (6)} Exemption (6) regarding intentional policy changes/decisions with outside entities without me present, ^{Exemption (6)} Exemption (6) regarding multiple deviations of policy and routing for normal business. I did not choose to act on any of this information punitively with LCDR Stettner.

Did you witness LCDR Stettner decline NJP? No. ^{Exemption (6)} Exemption (6) stated that it was rejected.

How much time have you spent on this issue to date? Conservatively 80 – 100 hours in total not counting sleepless nights and consideration/assessment of my course of action throughout the year plus case.

How about the rest of the squadron's time, is it significant? Yes. Initially no as we tried to show discretion, but his actions and the command investigation has moved the case into the spotlight.

Any other impacts on the Command? Caused some concerns within the wives club with their thoughts that the Command wasn't doing anything about it.

Do you believe this has affected the good order and discipline at the command? Absolutely, his comments about burning this place to the ground has gotten out. There are people outside of the command that know and it affects the command's credibility.

Do you believe that this has brought discredit to the service? Yes, Exemption (6) and his associates see this as the Navy delaying taking action. Affects opinions that others think the Navy allows this behavior.

Do you have any divorce or legal separation documents for LCDR Stettner and Exemption (6)? No

Any other personnel that I should contact regarding this matter? Exemption (6) and Exemption (6)

THE ABOVE STATEMENTS RECORDED BY Exemption (6)
TAKEN FROM OUR INTERVIEW OF Z1AUGZQ9 ARE
TRUE AND ACCURATE.

Exemption (6)

E.R. DUPONT
CDR USN

MILITARY PROTECTIVE ORDER

PRIVACY ACT STATEMENT

In accordance with the Privacy Act of 1974 (Public Law 93-579), this notice informs you of the purpose of the form and how it will be used. Please read it carefully.

AUTHORITY: 5 U.S.C. 301, Departmental Regulations; 10 U.S.C. 136, Under Secretary of Defense for Personnel and Readiness; and National Defense Authorization Act for Fiscal Year 1995, Sec. 534.

PRINCIPAL PURPOSE(S): To inform the service member and the protected person that the commanding officer is issuing an order to the member prohibiting contact or communication with the protected person or members of the protected person's family or household and directing that the member take specified actions that support, or are in furtherance of, the prohibition.

ROUTINE USE(S): Any release of information outside of the Department of Defense shall be compatible with the purposes for which the information is being collected and shall be in accordance with an established routine use for the record system where the information is maintained.

DISCLOSURE: Voluntary. Failure to disclose/verify information will not delay either the issuance of the order or the enforceability of the order.

1. SERVICE MEMBER				2. PROTECTED PERSON (Important: see NOTE)			
a. RANK	b. LAST NAME	FIRST NAME	MI	a. RANK	b. LAST NAME	FIRST NAME	MI
O4	STETTNER	MATTHEW	J		WOODS	SARAH	
c. UNIT				c. UNIT			
VFC-111				CIV			
d. INSTALLATION				d. INSTALLATION			
NAS KEY WEST, FL				N/A			

NOTE: Omit information in Item 2 that, if known to the service member in Item 1, could endanger the protected person.

3. INFORMATION SUPPORTING ISSUANCE OF THIS MILITARY PROTECTIVE ORDER

Service member has been ordered to cease contact with the protected person in this order. This order is being issued to de-escalate rising tensions and protect the service member from the involved parties.

4. THE PROTECTED PERSON HAS ALSO BEEN ISSUED THE FOLLOWING COURT ORDERS:

a. Civil protection order issued (Date - YYYYMMDD) _____, in _____ Court, _____ County, State of _____		
b. Order issued (Date - YYYYMMDD) _____, in _____ Court, _____ County, State of _____		Property Settlement Custody and/or Visitation

5. As a Commanding Officer with jurisdiction over the above-named service member, I find that there is sufficient reason to conclude that the issuance of an order is warranted in the best interest of good order and discipline. It is hereby ordered that (Initial applicable portions):

ERD

a. The above-named service member is restrained from initiating any contact or communication with the above-named protected person either directly or through a third party. For purposes of this order, the term "communication" includes, but is not limited to, communication in person, or through a third party, via face-to-face contact, telephone, or in writing by letter, data fax, or electronic mail. If the protected person initiates any contact with the service member, the service member must immediately notify me regarding the facts and circumstances surrounding such contact.

ERD

b. The above-named service member shall remain at all times and places at least 500 feet away from the above-named protected person and members of the protected person's family or household including, but not limited to, residences and workplaces. Members of the protected person's family or household include:
-JOSH WOODS
-DAUGHTER OF JOSH AND SARAH WOODS

c. The above-named service member will vacate the military residence shared by the parties located at:

d. Until further notified, the above-named service member will be provided temporary military quarters at:

e. The above-named service member will attend the following counseling:

f. The above-named service member will surrender his/her government weapons custody card at the time of issuance of this order.

g. The above-named service member will dispose of his/her personal firearm(s) that are located or stored on the installation at the time of issuance of this order.

ERD

h. Exceptions to this order will be granted only after an advance request is made to me and approved by me.

ERD

i. Other specific provisions of this order:
RESTRAINT FROM INITIATING CONTACT INCLUDES CELL PHONE, SOCIAL MEDIA, AND EMAILS.

6. DURATION: The terms of this order shall be effective until 1 year, unless sooner rescinded, modified, or extended in writing by me.

ENFORCEABILITY: Violation of this order or an applicable civilian protection order shall constitute a violation of Article 90 of the Uniform Code of Military Justice.

a. COMMANDING OFFICER'S SIGNATURE

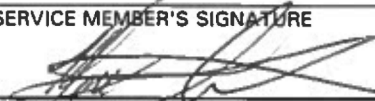


b. DATE (YYYYMMDD)

20181126

7. I hereby acknowledge receipt of a copy of this order and attest that I understand the terms and conditions it imposes on me.

a. SERVICE MEMBER'S SIGNATURE



b. DATE (YYYYMMDD)

20181126

DISTRIBUTION:

Service member

Protected person (Custodial parent of protected child)

Service member's local personnel file

INTERVIEW WITH Exemption (6) ON 21 AUGUST 2019 IN THE COMMAND HEADQUARTERS AT NAS KEY WEST AT 0815

Did you personally, witness LCDR Stettner acknowledge that the child ^{Exemption (6)} had was his? No. So he has never admitted that to you directly? No

What about his relationship with ^{Exemption (6)}, has he admitted to you that he was having an extramarital affair? No, he stated during a Human Factors Board that he had stressors in his life do to postpartum depression that ^{Exemption (6)} was having.

Referencing your statement, how do you know about the 'disturbing text' message that ^{Exemption (6)} sent to ^{Exemption (6)} claiming they were violating the MPO? Skipper showed me the text, I was told it was sent from ^{Exemption (6)} to ^{Exemption (6)}, ^{Exemption (6)} to ^{Exemption (6)} Exemption (6), who then shared to CO. I read it on CO's phone.

Do you think he violated the MPO? No, upon reconsideration, I think he was. I had heard that he was engagement ring shopping from ^{Exemption (6)}

Has he ever denied the relationship to you? He stated something to the effect of, "you can't prove it is my kid" during a discussion where he was requesting to take leave during CDR Dupont's Change of Command ceremony. He has asked me how I was going to deal with his situation.

Do you think the decision to remove LCDR Stettner from the F-5 Demonstration team was justified? Absolutely. This was a mutual agreement between CO and LCDR Stettner.

Did you perceive any of LCDR Stettner's actions were disrespectful to VFC-111 leadership? I did not witness anything directly.

Did you witness LCDR Stettner state he could, "bury the Skipper, but did not want to do that to him or the command"? Yes, during the same meeting where we discussed taking leave. Did you perceive that to be a viable threat? Not a physical threat, however he believes he has valid examples of the command breaking policy.

You stated that you had no first hand knowledge of LCDR Stettner committing adultery, what about his fathering a child with ^{Exemption (6)}? I have never seen the kid and other then the discussion during the Human Factors Board, he has not discussed it with me. Most of his discussions were with the CO.

How much time have you spent on this issue to date? An average of an hour or two every day for the last six months.

How about the rest of the squadron's time? Hundreds of hours.

What has the impact of this been on the Command? It has divided the Ready Room because some folks don't think it is a big deal, others think we aren't doing enough.

Do you know the status of LCDR Stettner and ^{Exemption (6)} marriage currently? I was told they have filed for divorce and she is still living in the same house as him.

Any other personnel that I should contact regarding this matter? I believe that ^{Exemption (6)} lives in the area and is his mentor. I think that is it.

CDR MATTHEW N. MERR
Exemption (6)

21 AUG 2019



STINK EYE Matt Stett...

+17575760159



Monday, March 25, 2019



He'll very likely be born today.

09:34

Good luck and prayers. What can I help with?

09:35



Prayers are about it, I think. Thanks.

09:36



8# 11oz. Everybody's healthy

20:43

20:44

Congrats bud. Name?



Between Isaac and Caleb

Given that her epidural stopped working halfway through, she has claimed naming rights

20:45

Ha! Well both are good men from the old testament. Caleb helped the Israelites find the promised land, Isaac was Abraham and Sarah's miracle child and father of the Hebs.

20:50



We've talked about that



Enter message



< STINK EYE Matt Stett...
+17575760159



Ha! Well both are good men from the old testament. Caleb helped the Israelites find the promised land, Isaac was Abraham and Sarah's miracle child and father of the Hebs.

20:50



We've talked about that

20:50

How is Michelle handling this all?

20:50



But... given the birth weight...
Goliath might be a better name

About like you'd expect

20:51

Josh in your grill at all?

20:51



Nope

20:53

I don't think anyone at work needs to see you anytime soon, but please check in every now and then so I know neither of them have knifed you over there.

And let me know what I can do to help manage things.

20:53



Enter message





STINK EYE Matt Stett...

+17575760159



20:51

Josh in your grill at all?



Nope

20:53

I don't think anyone at work needs to see you anytime soon, but please check in every now and then so I know neither of them have knifed you over there.

And let me know what I can do to help manage things.

20:53



Michelle would poison me... Josh would shoot



20:53

That will make the investigation easier.

20:54

I'm telling XO for SA and to make sure he doesn't pounce for not seeing you at events this week. Over to you to inform the rest as you see fit.

20:56



Thank you

20:57



Enter message



19 Aug 19

From: Staff Judge Advocate, Naval Air Station, Key West

To: **Exemption (6)**, USN

Subj: LEGAL OPINION REGARDING PATERNITY OF C.W. AND EVIDENTARY USE

Ref: (a) Fl. Stat. 382.013, Vital Statistics

(b) Allison v. Medlock, 983 So. 2d 789 (Fla 4th DCA, 2008)

(c) Dep't of Revenue ex rel. T.E.P. v. Price, 958 So. 2d 1045 (Fla. 2d DCA 2007)

(d) In Re Burrus, 136 U.S. 586 (1890)

(e) Military Rule of Evidence 304(c)

Encl: (1) Birth Certificate of ^{Exemption (6)} dtd 26 Mar 19

1. Enclosure (1) was obtained during the course of your investigation into allegations of extra-marital sexual conduct by LCDR Stettner.

2. In accordance with reference (a), enclosure (1) notes the father of ^{Exemption (6)} is Exemption (6)

a. At the time of the birth of C.W., **Exemption (6)** and Exemption (6) were lawfully married.

b. Under Florida law, the legal father of a child born to a married woman is the lawful husband of the woman. Specifically, reference (a) states, "[i]f the mother is married at the time of birth, the name of the husband shall be entered on the birth certificate as the father of the child, unless paternity has been determined otherwise by a court of competent jurisdiction."

c. The paternity established on the birth certificate pursuant to reference (a) can only be undone by order of a court of competent jurisdiction.

d. Pursuant to reference (b), controlling Florida case law has delineated three areas in which paternity can be changed: fraud, duress, or material mistake of fact.

e. Furthermore, references (b) and (c) establish that "Florida favors a strong 'public policy that in a case contesting paternity, DNA tests to establish that a man other than the legal father of a child is the biological father will not be ordered unless the court determines that it is in the best interest of the child.'"

3. The Federal government, and its sub-divisions, are without the authority to hear matters regarding paternity and domestic-relations matters. Such issues are left to the sole discretion of the States. See reference (d).

4. As a component of the Federal government, the Department of the Navy is without the authority to contradict or supersede paternity established by a State.

Subj: LEGAL OPINION REGARDING PATERNITY OF C.W.

5. As such, paternity of ^{Exemption (6)} is lawfully **Exemption (6)**

6. Furthermore, such paternity is binding on a command in determining whether the child in question is the product of a Uniform Code of Military Justice (UCMJ) violation. The existence of the child, without any other evidence, is legally impermissible to consider the results of an extra-martial sexual contact.

7. However, additional information or evidence gathered may be used in support of an allegation of extra-martial sexual contact, including but not limited to: the admission by the child's mother; a voluntary DNA test, with positive results; an lawful acknowledgment of paternity form submitted to a State agency; or the addition of a child onto a Sailor's family data card.

a. Such evidence may be used as the independent corroboration of the confession or admission of an accused, pursuant to reference (e). Such evidence would meet the necessary standard of raising "an inference of [] truth of the admission or confession." This principle of law is known by its Latin term, *Corpus Delicti* ("body of the crime").

b. Pursuant to reference (e), evidence of secondary confessions/admissions are insufficient to act as independent corroboration. For example, the fact that a Sailor admitted to Person Y that he stole a television cannot be corroborated by a statement he made to Person X that he stole a television. Independent evidence is needed to act as corroboration.

c. Note that reference (e) does not apply to administrative proceedings, such as Non-Judicial Punishment or Administrative Separation Boards.

8. Based on the facts contained in this opinion, the existence of the child, alone, is legally insufficient to substantiate a violation of the UCMJ. Specifically, the child himself is neither independent corroborating evidence to support an admission, nor evidence that the accused wrongfully engaged in extramarital sexual conduct.

9. Should you have any questions or concerns regarding this opinion, I can be reached at COM: (305) 293-2632 or via email at john.o.wilson1@navy.mil.

Exemption (6)

BUREAU of VITAL STATISTICS

CERTIFICATION OF BIRTH

STATE FILE NUMBER: 109-2019-049465

DATE ISSUED: AUGUST 5, 2019

DATE FILED: MARCH 26, 2019

CHILD'S INFORMATION

NAME:

Exemption (6)

DATE OF BIRTH:

MARCH 25, 2019

TIME OF BIRTH (24 HOUR): 1754

SEX:

MALE

BIRTH WEIGHT: 8 LBS 11 OZ

PLACE OF BIRTH:

HOSPITAL
LOWER KEYS MEDICAL CENTER

CITY, COUNTY OF BIRTH:

KEY WEST, MONROE COUNTY

MOTHER'S/PARENT'S INFORMATION

(NAME PRIOR TO FIRST MARRIAGE, IF APPLICABLE)

NAME:

Exemption (6)

DATE OF BIRTH:

JULY 18, 1984

BIRTHPLACE:

MAINE, UNITED STATES

FATHER'S/PARENT'S INFORMATION

(NAME PRIOR TO FIRST MARRIAGE, IF APPLICABLE)

NAME:

Exemption (6)

DATE OF BIRTH:

SEPTEMBER 30, 1976

BIRTHPLACE:

ILLINOIS, UNITED STATES



, STATE REGISTRAR

REQ: 2020725392

THE ABOVE SIGNATURE CERTIFIES THAT THIS IS A TRUE AND CORRECT COPY OF THE OFFICIAL RECORD ON FILE IN THIS OFFICE. THIS DOCUMENT IS PRINTED OR PHOTOCOPIED ON SECURITY PAPER WITH WATERMARKS OF THE GREAT SEAL OF THE STATE OF FLORIDA. DO NOT ACCEPT WITHOUT VERIFYING THE PRESENCE OF THE WATERMARKS. THE DOCUMENT FACE CONTAINS A MULTICOLORED BACKGROUND, GOLD EMBOSSED SEAL, AND THERMOCHROMIC FL. THE BACK CONTAINS SPECIAL LINES WITH TEXT. THE DOCUMENT WILL NOT PRODUCE A COLOR COPY.

WARNING:



* 3 6 5 9 7 4 7 7 *

DH FORM 1946 (03-13)

78
CERTIFICATION OF VITAL RECORD

Exemption (6)

Saturday, May 18, 2019



Lots of fun 😂

12:17 AM

Wednesday, May 22, 2019



I'm back home

8:09 AM



I got this email from "her"

No Subject

Yesterday at 5:52 AM

If you think that just because you're coming back down Matt and I are going to stop talking or stop fucking then you're crazy. Enjoyed a nice little time together yesterday with him. He's the father of my son and I'm not going anywhere so you better get used to me.

MMS



8:10 AM



Enter message





Exemption (6)

iMessage
Today 9:18 AM

It's up to you if you decide to read this to Exemption (6) Exemption (6) I am so terribly sorry for my cruel and heartless email I sent the other night. I've been struggling with life, feeling extremely depressed and had had a very sleepless, stressful evening. The truth is I had asked Matt to tell me if you were coming back into town because I'm absolutely completely terrified about running into you in public and had asked him to give me a heads up if you were ever to come back. The line in the email "we had a nice time yesterday" was manipulative and mean of me... the extent of our "nice time" was him bumping into me as we dropped the kids off at the school and him telling me you were coming back and talking for about 5 minutes. The fact that I felt the need to make you feel threatened by me by texting that very mean thing was one of the



iMessage



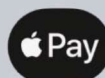


Exemption (6)

threatened by me by texting that very mean thing was one of the worst things I've ever said to another human being and for that I am truly sorry. The truth is deep down I do know that Matt still has love for you in his heart and I feel very threatened by that. The truth is I'm terrified by all of this and I said some very mean things because I was trying to "win" which was very cruel and very immature of me. I know you'll probably never forgive the words I said, the things I've done in the past or the hurt I've caused you and that's something I have to live with every day for the rest of my life and I deserve the pain of knowing I hurt a very good friend of mine by doing what I did. I'm truly sorry for all the hurt I've caused you, caused your family and caused your son. I promise from this day forward to never be anything but kind. If you do happen to run into me in public and want to rip me apart with whatever you need to say



iMessage





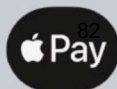
Exemption (6)

or knowing that a very good friend of mine by doing what I did. I'm truly sorry for all the hurt I've caused you, caused your family and caused your son. I promise from this day forward to never be anything but kind. If you do happen to run into me in public and want to rip me apart with whatever you need to say to me I know I deserve it and will listen to what you need to tell me and accept the consequences of my actions. I know I don't deserve your forgiveness but please know that I am truly sorry. No other human being deserves to read the hurtful things I wrote.... especially someone who was once a very good friend to me. I'll stay away from Matt until you and him figure out what is going on in your lives. I owe you that after all the hurt I've caused. I wish you the best in whatever direction this mess takes us all and I'll always be kind from this day forward. I'm truly sorry

Exemption (6)



iMessage



Enclosure (2)



DEPARTMENT OF THE NAVY
FIGHTER SQUADRON COMPOSITE ONE ONE ONE
NAVAL AIR STATION KEY WEST
KEY WEST, FL 33040-9001

IN REPLY REFER TO
5800
Ser N01J/075
14 Jun 19

From: Commander Officer, Fighter Squadron Composite ONE ONE ONE
To: LCDR Matthew J. Stettner, USN

Subj: WITHDRAWAL OF MILITARY PROTECTIVE ORDER

Encl: (1) Military Protective Order dtd 26 Nov 18

1. Enclosure (1) has been withdrawn and canceled.
2. The point of contact for this matter is Naval Air Station, Key West Staff Judge Advocate, LT John O. Wilson, JAGC, USN at commercial phone: (305) 293-2632 or email: john.o.wilson1@navy.mil.

E. R. DUPONT

Copy to:
Ms. Sarah Woods
NCIS

Exemption (5)

Exemption (5)

Did you have any firsthand knowledge of an extramarital affair between LCDR Stettner and **Exemption (6)**?
No

Did you have any firsthand knowledge of a child they bore? No

Have you ever witnessed LCDR Stettner taking any actions that could be perceived as disrespectful to
VFC-111 leadership, Commanding Officer or Executive Officer? No

Were you in a meeting with PAE representatives where LCDR Stettner made a policy decision that was
contrary to VFC-111 Command policy? Not really a meeting, more of an informal discussion. Everything
that was discussed made sense.

Has LCDR Stettner ever said any disparaging remarks about the VFC-111 Commanding Officer or
Executive Officer? He has had a lot of concerns about safety decisions being made by former CO (CDR
DuPont). Open and blunt, but all safety. So nothing contrary to good order and discipline? No, I have
not seen that from LCDR Stettner.

How much knowledge do you have of the investigations into LCDR Stettner's actions? Nothing officially
until CDR DuPont mentioned it last week. No firsthand info and no knowledge of an investigation or
NJP.

Have the investigations into LCDR Stettner's actions been a distraction to operations at VFC-111? No.

Do you have anything else to say regarding LCDR Stettner and allegations of violations of UCMJ Article
89 and 134? I know there were concerns regarding a safety survey where statements were made that
were less than positive. I have heard fourth or fifth hand that CDR DuPont attributes those statements
to LCDR Stettner.

Do you attribute the poor survey results to LCDR Stettner? No. Can you elaborate? As the facilitator of
the survey I had a hand full of individuals come to discuss what would be negative responses, so I know
firsthand that there were multiple individuals with concerns.

Exemption (6)

Any other personnel that I should contact regarding this matter?

Exemption (6)

INTERVIEW WITH Exemption (6) ON 21 AUGUST 2019 IN THE COMMAND HEADQUARTERS AT NAS
KEY WEST AT 1000

Did you have any firsthand knowledge of an extramarital affair between LCDR Stettner and Exemption (6)?
He told me that he told CDR DuPont that he had an affair with Exemption (6).

Did you have any firsthand knowledge of a child they bore? No

Have you ever witnessed LCDR Stettner taking any actions that could be perceived as disrespectful to VFC-111 leadership, Commanding Officer or Executive Officer? Honestly no. He has told me when he has issues with CDR DuPont's decisions and that he discussed them directly with CDR DuPont in his office.

Has LCDR Stettner every said any disparaging remarks about the VFC-111 Commanding Officer or Executive Officer? In person, No, he has expressed frustration with CO policies but I would not call it disparaging. What do you mean by the in person part? At times not expressing something to the CO but telling me that he has no idea what the CO is talking about. He would be one of many that would not understand the direction at times. These were just standard communication issues, nothing really notable.

Have the investigations into LCDR Stettner's actions been a distraction to operations at VFC-111? Not until the last week. It is apparent that it is being raised to the next level and when it was raised there was an AOM (All Officer Meeting) and the investigation was mentioned by CDR DuPont. Since then there have been rampant rumors amongst the squadron.

Do you have anything else to say regarding LCDR Stettner and allegations of violations of UCMJ Article 89 and 134? I have never seen anything worthy of Article 89 out of LCDR Stettner.

Any other personnel that I should contact regarding this matter? No. Actually, Exemption (6) he also knew Stink Eye and lived near him.

Exemption (6)

Exemption (5)

**DEPARTMENT OF THE NAVY
VOLUNTARY STATEMENT**

1. PLACE
Hangar A-936 NAS Key West

2. DATE
21 Aug 2019

I, Exemption (6), make the following

free and voluntary statement to Exemption (6),

whom I know to be Command Investigator.

I make this statement of my own free will and without any threats or promises extended to me. I fully understand that this statement is given concerning my knowledge of

LCDR Matthew Stettner alleged violation of UCMJ Article 89 (disrespect toward superior commissioned officer).

Detail any accounts you have of LCDR Matthew Stettner making comments or taking actions which could be construed as disrespectful towards the Commanding Officer or Executive Officer of VFC-111. Be as specific as possible to include dates and times when able. Be specific as to how you became aware of said action.

On 19 April 2019 I was approached by LCDR Stettner and asked for a statement in reference to aircraft 102 being released for flight with a Anti-Skid discrepancy. I provided the statement and he told me that Jon Winchester would hate to see me fired over the incident letting me know that PMA-226 was notified of the incident. He also stated that the CO had no right to do what he had done. The Air Wing Commander gave the go ahead to release the aircraft.

On 06 May 2019 I was again approached by LCDR Stettner and asked for a statement in reference to aircraft 105 returning from Savannah Georgia following a fuel low lights discrepancy. The Pilot, myself, Exemption (6) all looked at possible causes and I told the CO that we would send a team up to fix the aircraft if the gripe persisted with a new annunciator panel as I suspected a wet annunciator panel that would have to dry out prior to flight. I received a text that both aircraft were safe on deck here later that afternoon.

**DEPARTMENT OF THE NAVY
VOLUNTARY STATEMENT**

1. PLACE
NAS Key West / Building A-936 VFC-111 / PAE

2. DATE
21 August 2019

I, Exemption (6), make the following

free and voluntary statement to Exemption (6),

whom I know to be Command Investigator.

I make this statement of my own free will and without any threats or promises extended to me. I fully understand that this statement is given concerning my knowledge of

LCDR Matthew Stettner alleged violation of UCMJ Article 89 (disrespect toward superior commissioned officer).

Detail any accounts you have of LCDR Matthew Stettner making comments or taking actions which could be construed as disrespectful towards the Commanding Officer or Executive Officer of VFC-111. Be as specific as possible to include dates and times when able. Be specific as to how you became aware of said action.

LCDR Stettner has been a ROGUE for a long time here in VFC-111. He shows gross disregard for the Chain of Command, I have heard him say numerous times after he had completed a tasking without his Leaderships knowledge, and I quote "What are they going to do to me?" I had NO knowledge until this morning of the circumstances to the investigation except for the disrespect Mr. Stettner has shown his Chain of Command. This is my complete and honest statement.

Exemption (5)

Exemption (5)

Exemption (5)

SUSPECT'S RIGHTS ACKNOWLEDGEMENT/STATEMENT (See JAGMAN 0170)

FULL NAME (ACCUSED SUSPECT) MATTHEW JAMES STETTNER	SSN 486-90-0803	RATE/RANK LCDR	SERVICE (BRANCH) USN
ACTIVITY/UNIT VFC-111			DATE OF BIRTH 04 NOV 79
NAME (INTERVIEWER) J RYAN MCLAUGHLIN	SSN N/A	RATE/RANK CDR	SERVICE (BRANCH) USN
ORGANIZATION Tactical Support Wing		BILLET Command Investigator	
LOCATION OF INTERVIEW Naval Air Station, Key West		TIME 1000	DATE 20 AUG 19

RIGHTS

I certify and acknowledge by my signature and initials set forth below that, before the interviewer requested a statement from me, he warned me that:

- (1) I am suspected of having committed the following offense(s): Article 89 (disrespect Superior commissioned officer) and Article 134 (extramarital sexual conduct)
- _____ MJS
- (2) I have the right to remain silent; - - - - - MJS
- (3) Any statement I do make may be used as evidence against me in trial by court-martial; - - - - - MJS
- (4) I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer appointed to act as my counsel without cost to me, or both; and - - - - - MJS
- (5) I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview; and - - - - - MJS
- (6) If I decide to answer questions now without a lawyer present, I will have the right to stop this interview at any time. - - - - - MJS

WAIVER OF RIGHTS

- I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that, - - - - - MJS
- (1) I expressly desire to waive my right to remain silent. - - - - -
- (2) I expressly desire to make a statement. - - - - -
- (3) I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to any questioning. - - - - - MJS

(4) I expressly do not desire to have such lawyer present with me during this interview. - - - -

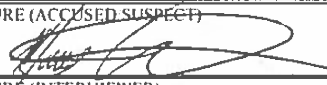


MTS

(5) This acknowledgment and waiver of rights is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

MTS

(6) I further understand that, even though I initially waive my rights to counsel and to remain silent, I may, during the interview, assert my right to counsel or to remain silent.

MTS

SIGNATURE (ACCUSED SUSPECT)	TIME	DATE
	10:00	20 AUG 19
SIGNATURE (INTERVIEWER)	TIME	DATE
	1600	20 AUG 19
SIGNATURE (WITNESS)	TIME	DATE
	1000	20 AUG 19

The statement which appears on this page (and the following ____ page(s), all of which are signed by me), is made freely and voluntarily by me, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.

SIGNATURE (ACCUSED/SUSPECT)

SUSPECT'S RIGHTS ACKNOWLEDGEMENT/STATEMENT (See JAGMAN 0170)

FULL NAME (ACCUSED SUSPECT) STETTNER, Matthew J.	SSN XXX-XX-0803	RATE/RANK LCDR/O-4	SERVICE (BRANCH) USN
ACTIVITY UNIT Fighter Squadron Composite 111 (VFC-111)			DATE OF BIRTH N/A
NAME (INTERVIEWER) WILSON, John O.	SSN N/A	RATE/RANK LT/O-3	SERVICE (BRANCH) USN
ORGANIZATION RLSO SE, BROFF Key West		BILLET Staff Judge Advocate	
LOCATION OF INTERVIEW Naval Air Station, Key West		TIME 1455	DATE 24 OCT 19

RIGHTS

I certify and acknowledge by my signature and initials set forth below that, before the interviewer requested a statement from me, he warned me that:

- (1) I am suspected of having committed the following offense(s): **Violation UCMJ, Article 133 (Conduct Unbecoming an Officer and Gentleman) and Article 134 (Adultery)** MJS
- (2) I have the right to remain silent; - - - - - MJS
- (3) Any statement I do make may be used as evidence against me in trial by court-martial, - - - - - MJS
- (4) I have the right to consult with lawyer counsel prior to any questioning. This lawyer counsel may be a civilian lawyer retained by me at my own expense, a military lawyer Appointed to act as my counsel without cost to me, or both; and - - - - - MJS
- (5) I have the right to have such retained civilian lawyer and/or appointed military lawyer present during this interview. - - - - - MJS

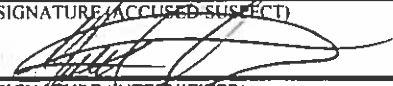


WAIVER OF RIGHTS

I further certify and acknowledge that I have read the above statement of my rights and fully understand them, and that, - - - - - MJS

- (1) I expressly desire to waive my right to remain silent; - - - - -
- (2) I expressly desire to make a statement; - - - - -
- (3) I expressly do not desire to consult with either a civilian lawyer retained by me or a military lawyer appointed as my counsel without cost to me prior to any questioning;
- (4) I expressly do not desire to have such lawyer present with me during this interview; and - - - - - MJS

(5) This acknowledgment and waiver of rights is made freely and voluntarily by, and without any promises or threats having been made to me or pressure or coercion of any kind having been used against me.-----

MSB

SIGNATURE (ACCUSED SUSPECT)	TIME	DATE
	1222	29 OCT 19
SIGNATURE (INTERVIEWER)	TIME	DATE
	1222	29 OCT 19
SIGNATURE (WITNESS)	TIME	DATE
	1222	29 OCT 19

NONJUDICIAL PUNISHMENT
ACCUSED'S NOTIFICATION AND ELECTION OF RIGHTS
ACCUSED NOT ATTACHED TO OR EMBARKED IN A VESSEL
RECORD MAY BE USED IN AGGRAVATION IN EVENT OF LATER COURT-MARTIAL
(See JAGMAN 0109)

Notification and election of rights concerning the contemplated imposition of nonjudicial punishment in the case of LCDR Matthew J. Stettner, USN, assigned or attached to Fighter Squadron Composite 111 (VFC-111).

NOTIFICATION

1. In accordance with the requirements of paragraph 4 of Part V, MCM, 2019, you are hereby notified that the commanding officer is considering imposing non-judicial punishment on you because of the following alleged offenses: UCMJ, Art. 133: Conduct Unbecoming an Officer and a Gentleman; and Art. 134: Adultery

2. The allegations against you are based on the following information:

Command Investigation dtd 13 Sep 19
DEERS Page
Page 2 Service Record

3. You have the right to refuse nonjudicial punishment and request trial by court-martial in lieu of nonjudicial punishment. If you refuse nonjudicial punishment, charges could be referred to trial by court-martial by summary, special or general court-martial. If charges are referred to trial by summary court-martial, you may not be tried by summary court-martial over your objection. If charges are referred to a special or general court-martial you will have the right to be represented by counsel. Regardless of whether you accept or refuse nonjudicial punishment, you could be processed for administrative separation based on your misconduct. The max punishment that could be imposed if you accept nonjudicial punishment is: admonition or reprimand; 60 days restriction; 45 days extra duties; reduction in rate one pay grade (if E-6 or below); forfeiture of ½ base pay per month for 2 months; or any combination thereof as limited by Article 15, UCMJ.

4. If you decide to accept nonjudicial punishment, you may request a personal appearance before the commanding officer or you may waive this right.

a. Personal appearance waived. If you waive your right to appear personally before the commanding officer, you will have the right to submit any written matters you desire for the commanding officer's consideration in determining whether or not you committed the offenses alleged, and, if so, in determining an appropriate punishment. You are hereby informed that you have the right to remain silent and that anything you do submit for consideration may be used against you in a trial by court-martial.

b. Personal appearance requested. If you exercise your right to appear personally before the commanding officer, you shall be entitled to the following rights at the proceeding:

- (1) To be informed of your rights under articles 31(b), UCMJ;
- (2) To be informed of the information against you relating to the offenses alleged;

NONJUDICIAL PUNISHMENT
ACCUSED'S NOTIFICATION AND ELECTION OF RIGHTS

(3) To be accompanied by a spokesperson provided or arranged for by you. A spokesperson is not entitled to travel or similar expenses, and the proceedings will not be delayed to permit the presence of a spokesperson. The spokesperson may speak on your behalf, but may not question witnesses except as the commanding officer may permit as a matter of discretion. The spokesperson need not be a lawyer;

(4) To be permitted to examine documents or physical objects against you that the commanding officer has examined in the case and on which the commanding officer intends to rely in deciding whether and how much nonjudicial punishment to impose;

(5) To present matters in defense, extenuation, and mitigation orally, in writing, or both;

(6) To have witnesses attend the proceeding, including those who may offer testimony or evidence against you, if their statements will be relevant and the witness(es) are reasonably available. A witness is not reasonably available if the witness requires reimbursement by the United States for any cost incurred in appearing, cannot appear without unduly delaying the proceedings, or if a military witness, cannot be excused from other important duties; and

(7) To have the proceedings open to the public unless the commanding officer determines that the proceedings should be closed for good cause. However, this does not require that special arrangements be made to facilitate access to the proceeding.

5. In order to help you decide whether or not to refuse nonjudicial punishment or to exercise any of the rights explained above should you decide to accept nonjudicial punishment, you may obtain the advice of a lawyer prior to any decision. If you wish to talk to a lawyer, a military lawyer will be made available to you, by telephone, free of charge, or you may obtain advice from a civilian lawyer at your own expense.

ELECTION OF RIGHTS

6. Knowing and understanding all of my rights as set forth in paragraphs 1 through 5 above, my desires are as follows:

a. Lawyer. (Check one or more as applicable)

MJS I wish to talk to a military lawyer before completing the remainder of this form.

_____ I wish to talk to a civilian lawyer before completing the remainder of this form.

_____ I hereby voluntarily, knowingly, and intelligently give up my right to talk to a lawyer.

Exemption (6)

24 Oct 19
ss/Date


Signature of Accused/Date

NONJUDICIAL PUNISHMENT
ACCUSED'S NOTIFICATION AND ELECTION OF RIGHTS

(Note: If the accused wishes to talk to a lawyer, the remainder of this form will not be completed until the accused has been given a reasonable opportunity to do so.)

MTJ I talked to Exemption (6) a lawyer, on 28 OCT 19.

Exemption (6)


Signature of Accused/Date

b. Right to refuse nonjudicial punishment. (check one)

MTJ I refuse nonjudicial punishment. I understand that, upon refusal of nonjudicial punishment, charges could be referred against me for trial by summary, special, or general court-martial, and that I also have the option of refusing trial by summary court-martial. I also understand that my refusal of nonjudicial punishment does not preclude administrative action against me based on my misconduct. This may include being processed for an administrative discharge.

_____ I accept nonjudicial punishment. I understand that acceptance of nonjudicial punishment does not preclude further administrative action against me. This may include being processed for an administrative discharge which would result in an other-than-honorable discharge.

(Note: If the accused does not accept nonjudicial punishment, the matter should be submitted to the commanding officer for disposition.)

c. Personal appearance. (check one)

_____ I request a personal appearance before the commanding officer.

_____ I waive a personal appearance. (Check one below)

_____ I do not desire to submit any written matters for consideration.

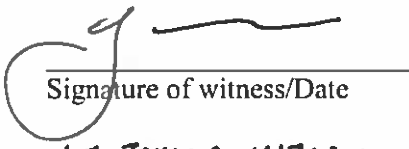
_____ Written matters are attached.

NONJUDICIAL PUNISHMENT
ACCUSED'S NOTIFICATION AND ELECTION OF RIGHTS

e. Election at personal appearance. (Check one or more)

_____ I request that the following witnesses be present at my nonjudicial punishment proceeding:

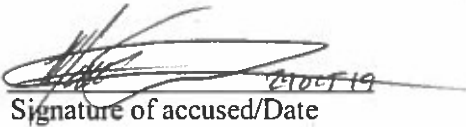
_____ I request that my nonjudicial punishment proceeding be open to the public.



Signature of witness/Date

LT JOHN O. WILSON

Name of witness



Signature of accused/Date

MATT STETTNER

Name of the Accused